THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
NOVEMBER 9, 2001, IN THE ALUMNI HOUSE

The meeting was called to order by Vice President Lehman at 2:20 p.m.

Present: President Trachtenberg, Vice President Lehman, Registrar Geyer, Parliamentarian Pagel; Deans Folkerts, Futrell, Phillips and Southby; Professors Castleberry, Griffith, Gupta, Haque, Hoare, Johnston, Kennedy, Maggs, McAleavey, Miller, Nagy, Robinson, Thornton, West, Wilmarth, and Zaghloul

Absent: Deans Harding, Tong, Williams, and Young; Professors Cawley, Divita, Duff, Gallo, Glascock, Harrington, Mergen, Pelzman, Simon, and Yezer

APPROVAL OF THE MINUTES

Vice President Lehman requested approval of the minutes of the regular Senate meeting of September 14th, 2001, as distributed. Interim Dean Southby noted that he had been present at the meeting, and requested that the minutes be changed to reflect his attendance. The Minutes of the meeting were then approved as corrected.

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

STATUS REPORT ON RESEARCH BY ASSOCIATE VICE PRESIDENT CAROL SIGELMAN

Associate Vice President for Research and Graduate Studies Carol Sigelman presented a progress report on Research at GW. She credited Vice President Lehman for his vision of GW as a Research I university, saying that this vision has guided the Office's efforts for many years and has been instrumental in progress made thus far. This report, she said, would attempt to give the Senate a balanced picture of some of the victories in the research areas, as well as some of the issues still to be addressed.

Associate Vice President Sigelman pointed out that GW broke into the top 100 in federal Research and Development research expenditures based on FY 98 activity. In FY 99, the University was 97th with activity of almost $50 million in federal funding. The University also rose from the Carnegie Research II classification to that of Doctoral/Research University-Extensive in the Year 2000. In FY 01, the University had $91.1 million in research expenditures university-wide, an increase of 20% from FY 00, and over twice the amount in FY 95 of $45.5 million. Indirect cost recoveries increased from $10 million to $13 million from FY 00 to FY 01, and the number of principal investigators also increased during this period. All of these indicators, she said, point to a change in culture

occurring at GW, with many outstanding research accomplishments, sponsored and unsponsored, along the way, and increased opportunities for students to get involved in the research enterprise. Faculty could be proud, she said, of what has been achieved in the past few years. (Associate Vice President Sigelman's report is attached.)

Professor Gupta asked if the graph in the Progress Report should not indicate that it is denominated in millions. Associate Vice President Sigelman concurred that the figures given should be so denominated. Professor Gupta also asked about the 27% increase in the number of principal investigators cited in the report and asked how such a large increase had been achieved. Both Associate Vice President Sigelman and Vice President for Academic Affairs Lehman said they thought it might be more accurate to say that there had been a 27% increase in awards to principal investigators. [It has since been determined that the figure pertained to investigators, but only the subset of them with awards that both started and ended during a particular fiscal year. The figure is therefore not representative of overall faculty involvement in Sponsored Research.]

Professor Miller asked about the workload on research coordinators, and Associate Vice President Sigelman confirmed that each coordinator handled approximately $4 million in grants. Professor Miller pointed out that this might not guarantee an equitable workload, as small grants often required as much work as large ones, and there could be many more to coordinate if the grants were parceled out according to dollar amounts. Associate Vice President Sigelman said that the $4 million was a rough guideline, and that additional internal adjustments were made to balance workloads.

Professor West asked if there were any plans to hire new Research Service Coordinators. Associate Vice President Sigelman said this issue was on the agenda as a need, and Vice President Lehman confirmed that he was presently trying to find sufficient funds to hire four more Coordinators.

Professor Griffith inquired about the significant indirect cost recovery and its relationship to the total investment in research. He observed that total indirect cost recovery has increased to approximately $13 million, and that it appears that about 11% is reinvested into stimulating further research, and he asked if this was the total the University budgeted for this. Associate Vice President Sigelman responded that 11% was only the tip of the iceberg, and that the actual cost of supporting research at GW is much more than just $13 million since costs include the expense of supporting the research infrastructure, including libraries, laboratories, lighting, and so forth. Professor Griffith then asked if the $13 million was actual dollars coming in, and Associate Vice President Sigelman responded that it was. Vice President Lehman clarified that this amount was net of cost sharing.

Professor Griffith also asked about the UFF/Dilthey Fund, which he said over past years allowed for something like 20 awards. This amount, he said, had not been increased. Associate Vice President Sigelman confirmed that it had not. Professor Griffith said that this seemed to him to be an area of concern, and suggested that Professor Hoare and the Research Committee might want to look into it. The number of awards, he said, ought not

to be flatlined, but should increase in some regular proportion, and it ought to be administered so that it could assist in the effort to provide support to junior faculty.

Associate Vice President Sigelman acknowledged that increasing the UFF was one of her Office's priorities. However, she said that there were fewer applicants last year than before. She also pointed out that Columbian College has a junior scholars program which provides support to junior faculty. Changing the criteria for the UFF/Dilthey awards had been explored, she said, but the result was to leave them open to faculty at any level based on the merits of the research project, instead of earmarking them for particular groups.

Professor Kennedy asked if junior faculty received preference in the granting of these awards. Associate Vice President Sigelman said she did not have the figures at hand, but that awards overall were spread throughout faculty ranks with, as she recalled, associate professors having the highest success rates.

Professor Gupta asked if the University administration would be providing more funding to departments to support their grants, as this is badly needed. Associate Vice President Sigelman said funds are not presently available for this, but her Office recognizes this as a need, and ways of meeting this need are being explored.

Professor Kennedy asked if there was a tendency in the UFF Committee not to renew funds for previous recipients. Associate Vice President Sigelman replied that the UFF guidelines require that proposals be judged on the basis of merit.

Professor Nagy said he wanted to urge the UFF to scan feedback given to junior faculty proposals to ensure that responses were devoid of sarcasm or frivolity. Associate Vice President Sigelman confirmed that comments were, in fact, scanned, and that her Office had made clear to UFF Committee members the expectation that feedback be constructive and helpful.

UPDATE ON UNIVERSITY HEALTH PLAN OFFERINGS BY ASSOCIATE VICE PRESIDENT SUSAN KAPLAN

Before beginning her presentation on University Health Plan offerings, Associate Vice President Kaplan said that the University Relations Office had asked that the availability of daily updates on the GW Website be publicized – particularly the segment at the top of the home page labeled "America on Alert." This section, she said, is updated every day and provides information about general emergency precautions, as well as other pertinent information. She then distributed a flyer and asked Senate members to post it and/or distribute it to colleagues and students, so that as many people in the University community as possible would be made aware of this resource.

Associate Vice President Kaplan also brought to the Senate's attention another University resource which she said she thought has been underutilized, and that is the Eldercare Counseling Assistance program. Several years ago, she said, Ms. Carolyn

Rudolph was employed to provide childcare counseling assistance, and to that responsibility was added eldercare counseling duties. This is a valuable resource, she continued, not only for University employees planning for their own senior years, but also for family or colleagues expressing an interest in this issue. More information is available, she said, on the GW Human Resources Website, and in addition, a reception with Ms. Rudolph has been planned for November 13 at 2 p.m. Invitations to this reception, she said, should have reached departments by this time, and she encouraged Senate members to attend if possible.

Associate Vice President Kaplan then provided background on the process utilized by the University to select Health Plan offerings for this year. Nearly 2,600 faculty and non-faculty staff are enrolled for calendar year 2001 in The George Washington University Health Plan (GWUHP) -- or over half of University employees enrolled in health plans altogether. Upon receiving word August 22nd that the GWUHP would close, the process of reviewing health plan options became more important than ever. With the news of GWUHP's plan closing, some firms who would otherwise have bid on the University's health care business decided not to, others modified their approaches, and it was close to the end of September before bids were received from any firm. The bids received included Blue Cross, MAMSI, Aetna, Kaiser, and Cigna. Both MAMSI and Aetna were not viable candidates due to price and performance considerations.

She explained that a major consideration in evaluating possible health plan offerings was the issue of how many primary care providers would overlap with the GWUHP network. Cigna coverage provided more than a 75% overlap with the GW network, and Blue Cross provided over 90%. On the other hand, Kaiser providers would overlap only about 38%. In addition, even though Kaiser's plan was favorably priced, there was concern about its abrupt exit from the New England market, and their relative lack of success here compared with the West Coast. Thus, the Kaiser option was discarded, leaving the University with Cigna and Blue Cross as options.

With regard to Blue Cross coverage, she continued, there are no new limitations, nor new deductibles, nor additions to the prescription limitations. Two additions were made – that of maternity coverage for dependents of plan enrollees, and coverage for care provided by nurse practitioners and physician assistants.

Associate Vice President Kaplan went on to say that Human Resources then started talking with various groups in the campus community, and she met with the Senate's ASPP Committee in September to explore what some of the concerns might be in choosing a plan. Also, in September, she met with the Benefits Review Committee, which includes administrators and faculty, including the Chair of the ASPP Committee. One of the charges to this Committee, she said, was that members are asked to consult with their colleagues at all levels to find out what they are thinking about issues that confront the committee. A number of thoughtful responses from the ASPP Committee were forthcoming when Professor Kennedy polled them on the subject. Professor Park of the Law School also employed his listserve to query faculty members in that School. Mr. Tom Rogers, of

Human Resources, also conducted an informal poll of about a dozen administrators in positions which involve extensive faculty and non-faculty employee contact.

During these consultations, it was clear that there was no absolute consensus except perhaps, that people had not had good experiences with the Kaiser plan and negative feelings about this company were stronger than toward any other company. She said that people seemed to agree that, while pricing was not a frivolous matter, the overlapping of the physician network was very important, i.e., the ability to retain their present physicians.

Once the decision about plan offerings was made, Associate Vice President Kaplan said that the start of open enrollment had been delayed slightly in order to provide more time to prepare for the changes, and provide complete information for the University community. Information was provided by mail this year to home addresses for employees, which had not been done in recent years. The open enrollment period was also extended, to begin on October 29 and continue until the end of November. The number of benefit fair days was also increased. Finally, she said, as of this past Wednesday, nearly 275 applications for health insurance had been received, and approximately 65 percent had chosen a Cigna plan.

Associate Vice President Kaplan then distributed a flyer about the open enrollment period, and requested that Senate members take the flyer back to their departments and post it. She also reminded the Senate that all GWUHP enrollees have to fill out applications for either the Cigna or Blue Cross options, or they will automatically be defaulted into the individual Blue Cross PPO program. This is especially important for employees who currently have GWUHP family coverage – if they do not file new applications, their coverage will revert to the individual plan under Blue Cross. This is very important, she said, and could not be stressed too much.

In conclusion, Associate Vice President Kaplan said that she thought it would be worthwhile for members of the campus community to consider participation in the Flex Fund as a means of dealing with new deductible requirements. The custodian for the Flex Fund was changed, she said, because of complaints about it. The new third party administrator – Hirsch Financial Services - is a locally based entity, and it is expected that experience with this company will be much more favorable. The Flex Fund can also be used for dependent care expenses. Associate Vice President Kaplan stressed that enrollment in the Flex Fund must be done annually, and that the deadline for enrollment was also November 30th. Finally, she advised that faculty and non-faculty employees were welcome to consult with Human Resources employees, Plan Representatives, and the employees of the Abrahms agency for assistance in making decisions about these plans.

Professor Wilmarth asked if anyone now enrolled in Blue Cross and wanting to keep the same plan needed to re-enroll, and Associate Vice President Kaplan replied that they did not need to re-enroll. He noted that neither Cigna nor Blue Cross offered dental coverage this year, and asked if the Guardian plan was the only option, and Associate Vice President Kaplan responded that Guardian was the only option.

Professor Griffith suggested that Human Resources send out a blanket e-mail message reminding everyone of the new deadlines. Professor Wilmarth asked that Human Resources consider utilizing broadcast voice mail to communicate as well. It was also suggested that Human Resources prominently post the enrollment deadlines on its Website.

UPDATE ON THE GRADUATE SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT BY DEAN MARY FUTRELL

Dr. Mary Futrell, Dean of the Graduate School of Education and Human Development, presented a report on the School which provided an integrated view of academic, research, and fiscal information related to the health and well-being of the School. She outlined the School's strategic plan in the areas of Research, Technology, Program Directions, Faculty Initiative, and Student Development. Her report also touched upon recent milestones for the School, as well as its rankings and indicators of excellence. Enrollment trends and the number of regular active-status faculty in the School were also covered, as was sponsored research. Dean Futrell concluded her report by saying that she believes that the School is in very good shape to address the tremendous challenges it will face in the future. (Her report is attached.)

President Trachtenberg asked Dean Futrell about the possibility of equipping some of the many Ph.D.s that GW graduates with some sort of certificate or diploma from GSEHD in pedagogy -- which would demonstrate to those hiring them that their background had equipped them well to participate in both classrooms and higher education environments. Dean Futrell said she thought this could certainly be done, and would fulfill a great need. Also, she said that GSEHD is presently working with the other Schools in order to provide training for teaching assistants. Such a project was started this year in the Teacher Preparation and Special Education Program.

Vice President Lehman asked why GSEHD was considering creating a Technology Center in its Five Year Vision for the School, when the University has a Center available in the University Library to do that. Dean Futrell responded that this idea was still in the conceptual stage, and that the idea was to try to make sure that GSEHD graduates have the ability to integrate technology into the teaching and learning process, particularly if they plan to teach and work collaboratively with developing countries to prepare professionals at all levels of the educational system. Vice President Lehman urged Dean Futrell to consult with Bill Koffenberger as this concept develops further.

GENERAL BUSINESS

I. NOMINATIONS TO SENATE STANDING COMMITTEES

Professor Robinson moved the nominations for election to the following Standing Committees: Professors Evelyn J. Shreiber and John Geranios to the Admissions Policy, Student Financial Aid, and Enrollment Management Committee; Professors Robert Dunn and Jay Shotel to the Fiscal Planning and Budgeting Committee; and Professor Can E. Korman to the Joint Committee of Faculty and Students. The nominations were approved.

II. REPORT OF THE EXECUTIVE COMMITTEE

Professor Robinson presented the Report of the Executive Committee, which is enclosed. After concluding her report, she said that she thought it would be most helpful if the University would share information about contingency planning for emergency situations, as there had been problems in alerting schools and departments on September 11th, and evacuation plans were unclear. She added that she knew that this planning was underway, but stressed that it was very important for the University community to be kept fully informed about developments. She then inquired as to the status of testing for anthrax contamination in the University mailroom.

Vice President Lehman advised that test results for the mailrooms at Ross Hall, the Loudoun Campus, and the Hospital had all come back negative. However, he said, results for the mailrooms on the main campus, and for the Mount Vernon campus, had not been received as of 11 a.m. this morning.

Professor Griffith inquired about efforts underway to enhance the functioning of the Faculty Senate and provide more visibility for its activities. One of the suggestions, he recalled, was that a short summary of the minutes be prepared in the e-mail notice to faculty about meetings, and the other was that of a possible regular report in the By George! publication. Professor Robinson confirmed that the Executive Committee had agreed that it would be a good idea to provide a short summary, and that it was in the process of being implemented. She also said Professor Boswell had agreed to prepare reports for By George! Also under consideration, she said, was the idea of the Senate hosting a reception for newly-tenured colleagues.

Professor Nagy made three suggestions which he said he hoped would be constructive. First, he said he was glad that the Senate had held its regularly scheduled meeting, and he trusted that the remaining regular meetings would take place as scheduled. Secondly, he said he thought it would be very helpful to the efficiency of the Senate if faculty senators could respond to e-mail from the Facsen listserve, and he requested that the Executive Committee authorize this access.

Discussion followed on this latter point. Professor Nagy clarified that it would be convenient if the Senate could respond to e-mails posted to this list, so that responses could be seen by all Senate members. Professor Robinson responded that the Senate Office had offered to provide him such a list, and that it was still available. Ms. Campbell explained that the Facsen listserve includes far more faculty than simply Faculty Senate members, and asked if Professor Nagy was requesting that access to the Facsen listserve be altered. Professor Nagy said that he was not requesting access to this listserve, but thought that when Senate members receive something which he presumed went to Faculty Senate members, a way of facilitating responses which would then go to all Senate members could be found. Several Senate members pointed out that this had been done by Professor Banzhaf, who had created his own listserve using e-mail addresses furnished by the Senate Office. Vice President Lehman further suggested that if Professor Nagy wished to establish a dialogue, he highly recommended using Prometheus as a medium for this, as it would be simple to implement.

Professor Nagy then said that problems remain with the e-mail system and with internet access in classrooms, and he asked that the Executive Committee invite responsible parties to make a report on this at the next Senate meeting. Vice President Lehman advised Professor Nagy that the University has established a Research and Information Technology Committee which is composed of administrators and elected faculty from each of the Schools, and he recommended that Professor Nagy communicate his concerns through his representative to the Committee as a means of obtaining action on these concerns.

Professor McAleavey commended Professor Robinson for her Report, and added that he thought that some of the information in it should be retained and shared with new faculty. He also expressed satisfaction with the success of the Senate's efforts to extend employee benefits to domestic partners.

III. INTERIM REPORTS OF SENATE COMMITTEES

On behalf of the Faculty Development and Support Committee Professor Ginger Smith, Acting Chair, presented her Interim Report. She noted that she was pleased to be designated Acting Chair of the committee, but chagrined to note that it had apparently not met for two years. She looked forward, she said, to reinvigorating this Committee as it was an important one.

The Committee's major mandate, she said, has been monitoring the recruitment and retention of minority and women faculty, and this work would continue. The Committee would also, she said, be examining the issue of mentoring junior faculty, and looking at the level of funding for attendance of faculty at national meetings and conferences.

Vice President Lehman called to Professor Smith's attention the fact that the Committee on the Status of Women Faculty and Librarians had established a subcommittee working on mentoring programs at the University. This Committee, he said, is chaired by Professor Miriam Galston of the Law School, and the group is very active. It was their work that led to the deans of each School being charged with establishing a mentoring program for new faculty on campus, and Vice President Lehman urged the Committee to consult with this group to avoid duplication of effort. Vice President Lehman also told Professor Smith that the Report on Recruitment and Retention of Women Faculty and Faculty of Color was produced by his office annually, and that a search of the Senate minutes would likely turn up more recent Reports than Professor Smith had in hand.

On behalf of the Fiscal Planning and Budgeting Committee, Professor Griffith, Chair, presented the Interim Report of the Committee. Professor Griffith began by saying that the Committee was seeking additional members, as two have left the University. The Committee is moving forward to prepare a report on the Fiscal Year 2002 Five Year Operating and Capital Budgets for presentation to the Senate. The Committee is also considering whether or not to include a review of the Medical Center budget. This has not been done in previous years, he said, but now that the hospital has been sold, the MFA established separately, and the GW Health Plan closed, the Medical Center budget now more closely resembles the University budget, and will also be more directly linked to it. Professor Griffith also said that the Committee would be seeking additional information for

the report, and he invited members of the Senate who have particular items of concern about the University's financial condition to contact him if more information was needed about particular areas of the budget.

One focus of the Committee's work, Professor Griffith said, would be an examination of the University's increase in indebtedness, which has been substantially increased by all of the building going on around the campus. This increase has even caused the University's rating among credit agencies to drop somewhat, and the Committee will be looking to see what portion of the new indebtedness is covered by income streams. Another focus of the Committee's work, he said, would be the question of what portion of the endowment is invested in real estate. The Senate might recall, Professor Griffith said, that last spring the Committee reported that endowment gains for GW were about half of those achieved by other universities, with comparable endowment assets, and the President Told the Senate that the reason for that was because so much of GW's endowment is invested in real estate. It is possible, he said, that with the recent drop in the stock market, that GW's endowment would fare better this year than other institutions, but the overall picture needs to be examined.

Professor Griffith said that another area the Committee will be looking at will be a break-out of the amount of additional tuition revenues that came with the surplus in this year's freshman class. That is, he said, every student above the budget amount brings in a significant amount of tuition revenue, but it is also the case that the University incurs additional costs. The Committee will also seek to discover how much of the additional revenue is reinvested into academics and how much goes into other areas.

Finally, Professor Griffith suggested that the Admissions Policy Committee might wish to examine the issue of the manner in which the budget for next year is being planned. At this point, he said, admissions applications have increased over last year, but the number of students who will actually enroll is uncertain. Thus, the amount of revenue projected for next year's budget is a sensitive topic. Professor Griffith said that he thought that Vice President Chernak's Office would be willing to work with the Admissions Policy Committee on this, and might even be invited to give the Senate an update on the subject.

Interim Reports of the Appointment, Salary, and Promotion Policies, Educational Policy, Professional Ethics and Academic Freedom, and University and Urban Affairs Committees were distributed, as was the Interim Report of the Joint Committee of Faculty and Students. (Reports are attached.)

BRIEF STATEMENTS (AND QUESTIONS)

Professor Nagy distributed a Statement of Deep Concern about deplorable conditions in Afghanistan, dated November 9, 2001, along with attachments, which he briefly reviewed. He said that documents from OXFAM and the UN's FAQ and WFP indicate that an immediate U.S. bombing halt of just a few weeks duration could spare the

lives of more than a million Afghanistan civilians by permitting the trucking of food before snow renders the roads impassible. Professor Nagy indicated that as a professor and ex-refugee, his greatest concern is to act more in the role of a rescuer than as a silent or willfully ignorant "Good German." Professor Nagy noted that his e-mail address was provided on the first page of the Statement and he invited others with questions or a desire to discuss this matter further to contact him. (Statement attached.)

Vice President Lehman gave a brief update on the progress of Strategic Planning at the University. Two Committees were established to accomplish this planning, he said, those being the Academic Excellence Committee and the Business and Service Committee. Vice President Lehman added that he and Professor Diane Martin were co-chairing the Academic Excellence Committee, which has just finished a mission statement and model of academic excellence for the University which will guide efforts to achieve additional investment and academic development at the University for the next three to five years. Each school will be polled to see which particular areas they would like to put forward as a priority. These proposals will be weighed against criteria developed by the Committee, and on the non-medical side of the University, it is anticipated that approximately 10 areas would be selected, and on the medical side, somewhere on the order of half a dozen. The deadline for receipt of the School's proposals is February 15, and once proposals are received, they will be rank ordered by the Academic Excellence Committee. The President and Academic Vice President will then review the results. The areas selected for development will be reviewed on a yearly basis.

Another issue before the Academic Excellence Committee, he continued, was that of academic challenge for students. At the moment, he said, the Committee is focusing on the undergraduate experience, but since there have been complaints, they will also be looking at whether or not graduate students are being challenged in the classroom, and eventually this examination will extend to a review of the doctoral program review criteria.

ADJOURNMENT

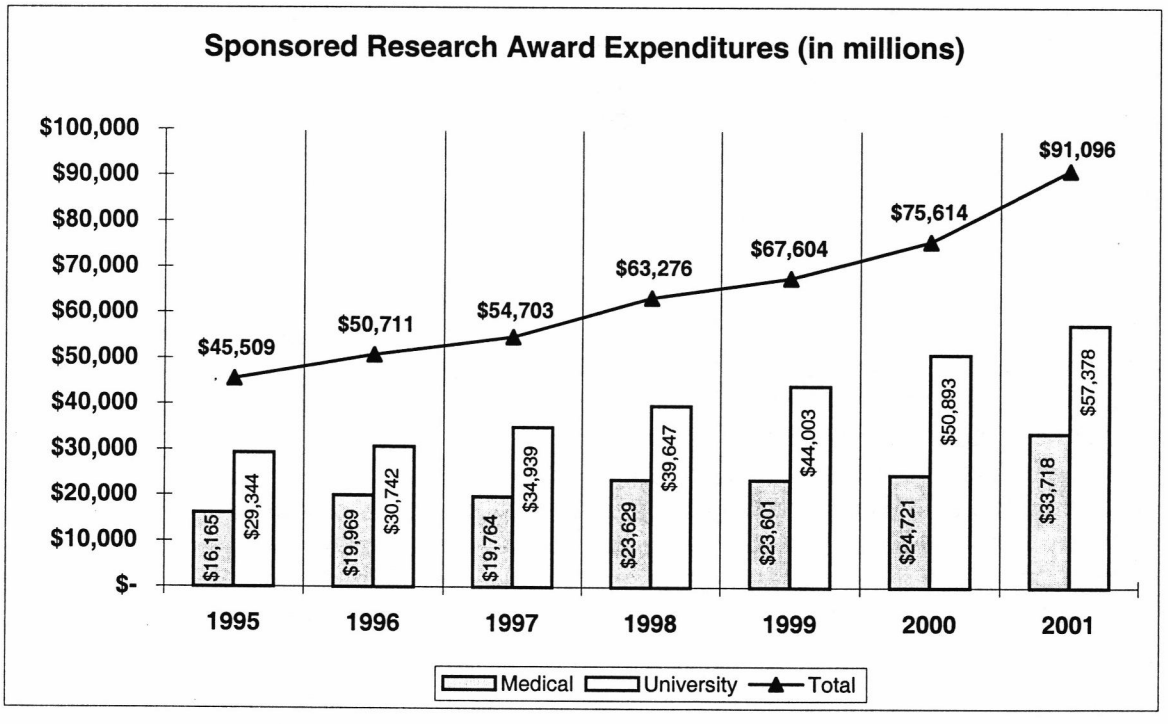
Upon motion made and seconded, the meeting was adjourned by Vice President Lehman at 4:55 p.m.

Dennis L. Geyer
Secretary

PROGRESS REPORT ON RESEARCH AT GW
Carol K. Sigelman
Associate Vice President for Research and Graduate Studies
November 9, 2001

Progress As a Research University

- We went from Carnegie Research II to Doctoral/Research University-Extensive in 2000 (based on 50 or more doctoral graduates in 15 or more programs).
- We broke into the Top 100 in federal R&D research expenditures based on FY98 activity and are 97th based on FY99 activity of almost $50 million in federal funding (two thirds of total expenditures).
- In FY95, we had $45.5 million in research expenditures university-wide; in FY01, we had **$91.1 million** (an increase of 20% from $75.7 million in FY00).
- Indirect cost recoveries increased from $10 million to $13 million from FY00 to FY01.
- The number of Principal Investigators increased 27% from FY00 to FY01 [for projects beginning and ending in a given fiscal year].
- In short, **a change in culture is occurring**, with many outstanding research accomplishments, sponsored and unsponsored, along the way, and increased opportunities for students to get involved in the research enterprise.



Programs to Stimulate Research (non-medical side)

REIA—Funds back to the PI, department, and school based on research dollars brought to GW ($734,397 paid out based on FY00 activity).

UFF/Dilthey—Funds for individual or collaborative faculty research—around 20 awards per year ($178,883).

Released Time for Research—15 faculty a year are released from a course specifically to work on proposals for external funding; $30,000 (plus funds from the deans).

Research Enhancement Fund (REF)—Core funding to 6 to 9 excellent and rising centers and institutes ($311,529).

Cost Sharing of Tuition for students supported by stipends on grants ($122,671).

Cost Sharing of Equipment Grants ($50,000).

TOTAL INVESTMENT = $1,427,520+

Research Infrastructure

Major reorganization of research administration implemented in August, 2000

- Office of Research Services established with 17 Research Coordinators each providing cradle-to-grave service to particular units.
- Office of Health Research, Compliance, and Technology Transfer with enhanced staff to ensure research compliance (human subjects, animal protection, radiation etc.) university wide; technology transfer office to be created.
- Grants and Contracts Accounting Services staffing increased.
- Implementation of Oracle Grants Management Module and new business procedures.

Pressing Needs and Priorities

- Stabilize the infrastructure: Resolve remaining problems in Oracle and in administrative processes on which researchers depend.
- Create a technology transfer office to help professors forge partnerships with industry and commercialize their inventions.
- Secure sufficient funds to continue honoring the REIA.
- Increase ORS and GCAS staffing to keep up with growth in research volume.
- Ensure compliance with ever-tighter regulations in areas such as human subjects.
- Build stronger grants administration support at the departmental level.
- Continue to attract faculty to GW with attractive startup packages, research facilities, and research assistance.

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WASHINGTON DC

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Benefits Fair Days are designed to give faculty, staff and retirees the opportunity to speak directly with insurance representatives and retirement investment counselors. Individuals enrolled in GWUHP must select new coverage. For further information, please continue to check the Human Resource Services website at www.gwu.edu/~hrs.



Benefits Fair—Marvin Center—9a.m. to 4p.m.



November 27 -- Room 307

November 28 -- Room 307

November 29 -- Room 405

Or Contact the Benefit Services Division of Human Resource Services at (202) 994-9620

Open Enrollment ends Friday November 30th, 2001

Graduate School of Education
and Human Development



Status of the School Report

Learning from the Past...

... Planning for the Future

Graduate School of Education
and Human Development





To provide the Faculty Senate with an integrated view of academic, research, and fiscal information related to the health and well-being of the Graduate School of Education and Human Development

Graduate School of Education and Human Development



Part I

Background and Context

Graduate School of Education and Human Development



GSEHD Goals

•GSEHD will become nationally recognized for the creation and dissemination of knowledge in areas related to education, human development, and organizational studies

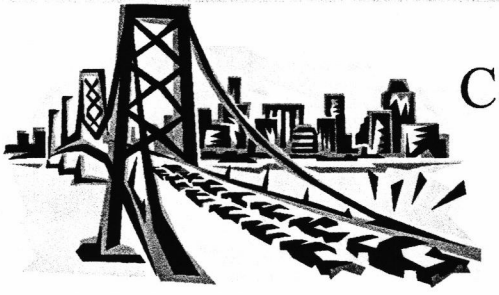
•GSEHD will be ranked with other nationally recognized schools of education as a leader in developing practitioners, scholars, and leaders in teaching, learning, and organizational development across the lifespan.

Graduate School of Education
and Human Development

SEHD Strategic Plan

- Research Initiative
- Technology Initiative
- Program Directions Initiative
- Faculty Initiative
- Student Development Initiative

Graduate School of Education
and Human Development

Bridging  Concepts

- Research & Scholarship
- Leadership in the Educational Endeavor
- Building Reflective Practitioners
- Service to the Multicultural, Multinational, and International Community of Diverse Learners

Graduate School of Education
and Human Development

RECENT MILESTONES
96-Present

- 2001 - PhD in Counseling
- 2000 - National Council for Education and Human Development
- 1996 – 2001
 - Dramatic Increase in Sponsored Research Funding
 - Rehab Counseling Ranked #7`



Graduate School of Education
and Human Development

Evolution of Rankings

U.S.News & WORLD REPORT

2001- GSEHD ranked #25
2000 - GSEHD ranked #34
1999 - GSEHD ranked #30
1998 - GSEHD ranked #37
1997 - GSEHD ranked #39
1996 - GSEHD ranked #45

Graduate School of Education
and Human Development



Indicators of Excellence :

Publications & Professional Recognition

- Published 24 books, 55 book chapters, 75 refereed journal articles from 1999 - 2001
- Presented at over 400 regional, national, and international conferences from 1999 - 2001
- CACREP accreditation in School and Community Counseling and doctoral program in Counseling
- CORE accreditation in Rehabilitation Counseling
- NCATE accreditation for school personnel
- Over 115 partnerships worldwide

Graduate School of Education
and Human Development



Indicators of Excellence:

Graduate Satisfaction

- Highest level of satisfaction across the campus on the annual GW Graduate Student Exit Survey over last 3 years
 - Quality measured in following categories

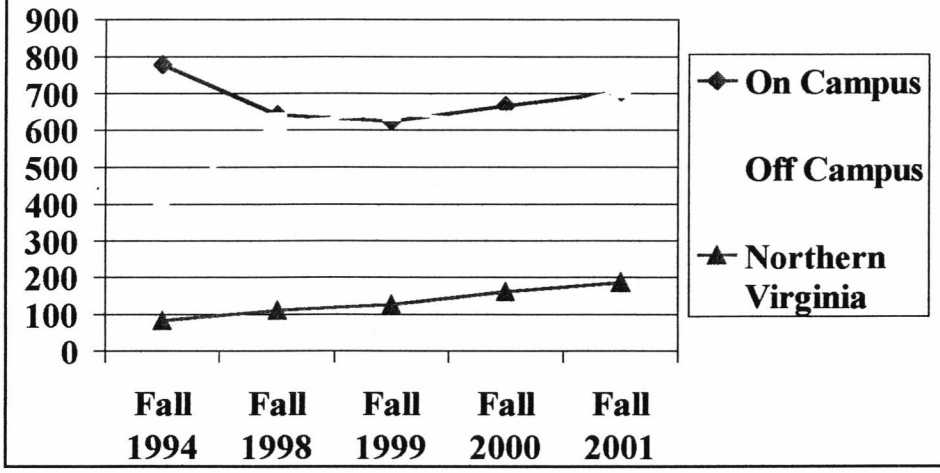
-academic experience -classroom instruction
- advising -faculty caliber
- faculty feedback -course offerings
-program requirements
-program responsiveness

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ENROLLMENT TRENDS

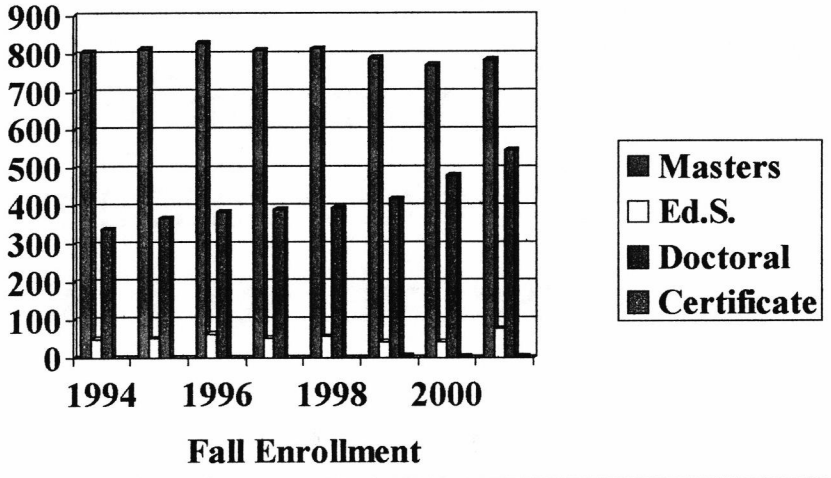
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GSEHD Enrollment Trends (Duplicated)



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GSEHD Enrollment Trends (Unduplicated)



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Regular Active Status Faculty in GSEHD

Academic Year	Total Faculty	New Faculty	Percentage of New Faculty
1999/2000	68	7	10%
2000/2001	67	10	15%
2001/2002	66	8	12%

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Part II

Understanding Critical Academic, Research, and Fiscal Factors

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GSEHD Programs, Centers, Clearinghouses, and Institutes

Master's Degree – 19

Ed.S – 6

Ed.D – 6

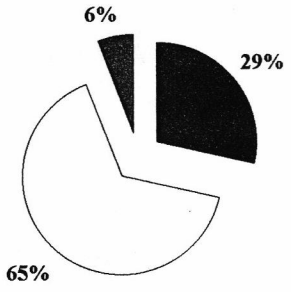
Ph.D - 1

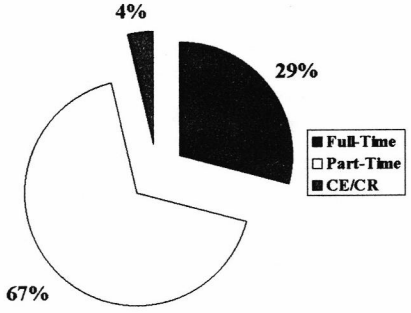
Certificate Programs – 3

Centers, Clearinghouses, and Institutes - 13

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Fall Full-Time/Part-Time Students





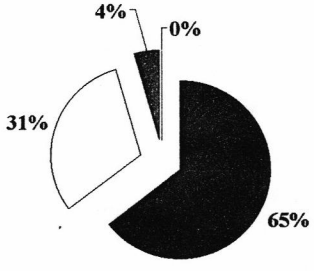
1997
n= 1195

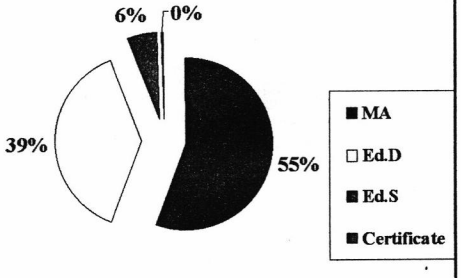
Unduplicated

2001
n= 1412

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Fall Degree Candidates





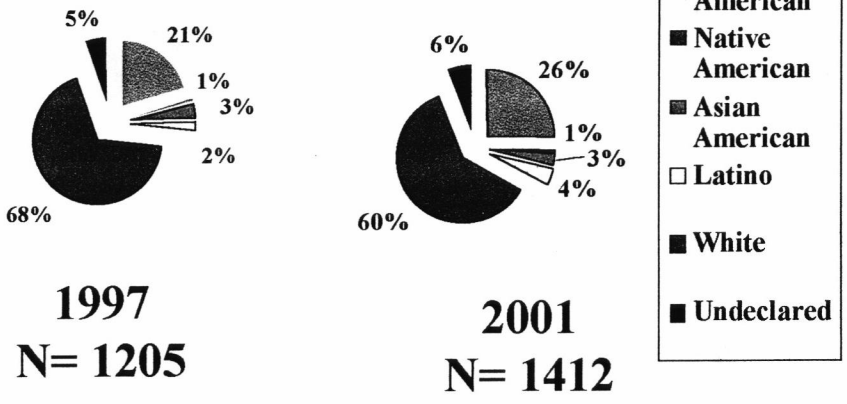
1997
n= 1195

Unduplicated

2001
n= 1412

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Student Demographics

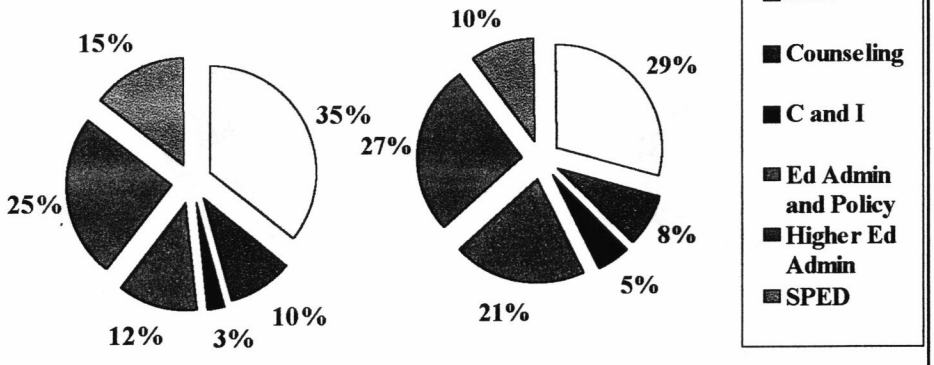


1997
N= 1205

2001
N= 1412

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Active Doctoral Students by Major Field



1997
N= 383

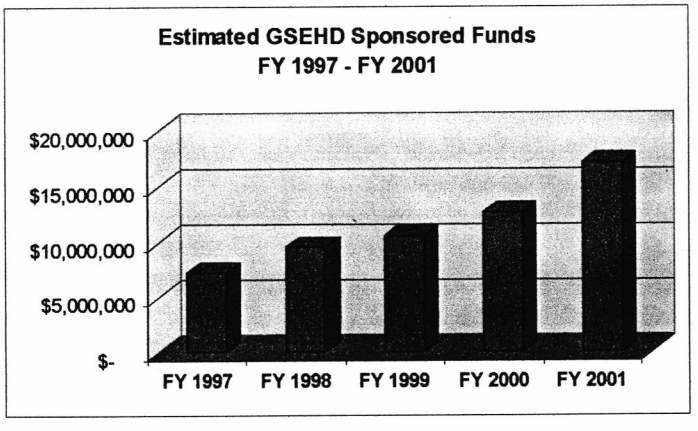
2001
N= 546

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Sponsored Research

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Estimated GSEHD Sponsored Funds
FY 1997 – FY 2001

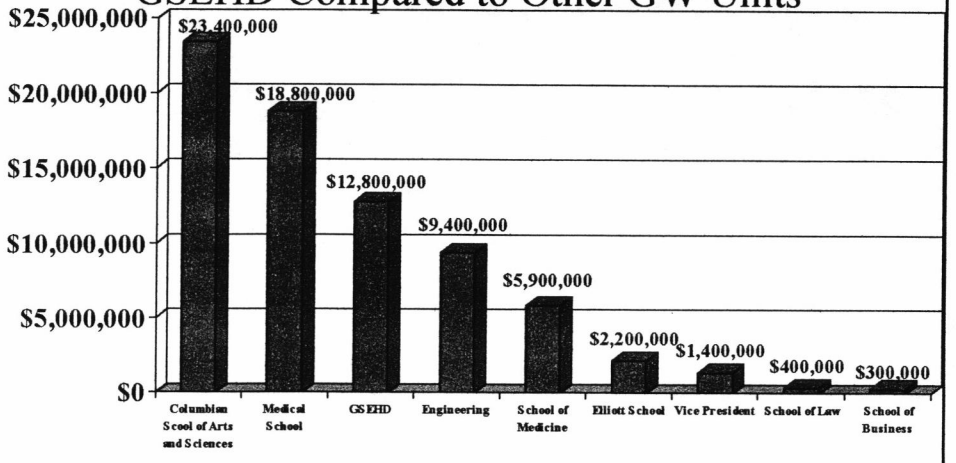


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Estimated Sponsored Funds -2000

(*Per Office of Research Services*)

GSEHD Compared to Other GW Units

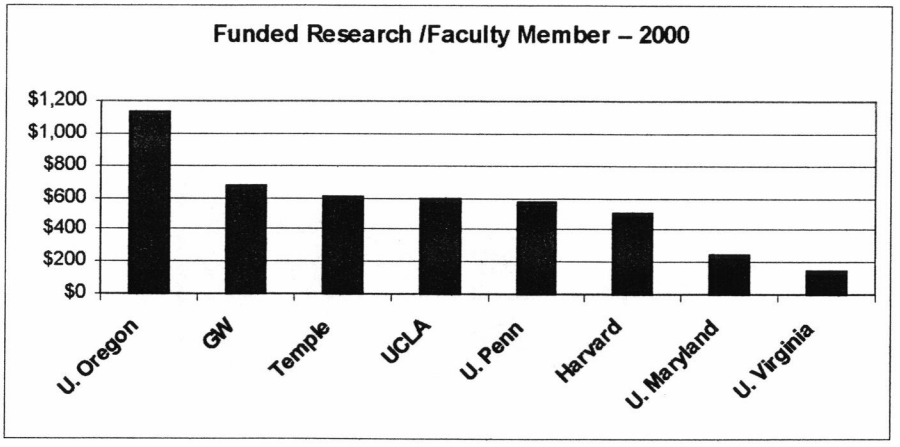


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Funded Research/Faculty Member 2000

GSEHD Compared to Top and Local Schools

(Per *U.S. News & World Report)*





Summary

- Accomplishments
- Enrollment
- Faculty
- Fiscal Viability

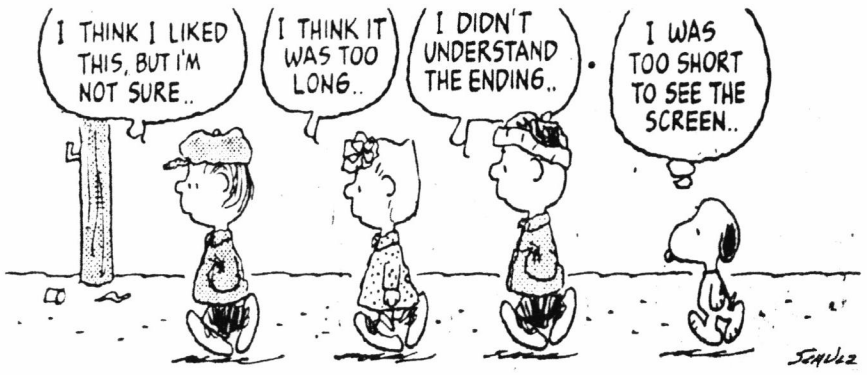
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Five Year Vision for GSEHD

1. Secure a commitment for a new building
2. Raise GSEHD's national ranking to # 20
3. Increase financial support to attract additional highly academically qualified students
4. Establish an endowed chair
5. Create a Technology Center to prepare faculty and students, and to develop distance learning projects at the international level

Graduate School of Education
and Human Development



MEMORANDUM

TO: Professor Lilien F. Robinson, Chair
Faculty Senate Executive Committee

FROM: Professor Arthur E. Wilmarth, Jr., Chair
Faculty Senate Committee on Professional Ethics and Academic Freedom

RE: Interim Report

DATE: November 9, 2001

The PEAF Committee held its first meeting of the 2001-02 academic year on Friday, October 12th. At this meeting, we appointed three working groups to deal with matters that the Executive Committee has referred to the PEAF Committee. The new working groups and their missions are as follows:

1. A working group, chaired by Professor Kurt Darr, which will examine various issues related to the Medical Center's compliance with the Faculty Code. Those issues include (a) the percentage of faculty members who do not have tenured or tenure-track appointments, (b) the pending grievance filed by tenured members of the Medical Faculty Associates, and (c) faculty appointment, tenure and promotion policies and procedures. A PEAF subcommittee began work on the same issues last year.

2. A working group, chaired by me, which will review proposed amendments to the Faculty Code offered by the University Administration with regard to the College of Professional Studies ("CPS"). We recently received a memorandum from CPS Dean Roger Whitaker proposing four amendments to the Faculty Code.

3. Two representatives of the PEAF Committee will form a joint working group with representatives of the Faculty Senate Committee on Appointment, Salary and Promotion Policies. This working group consider whether the procedures of the Faculty Senate and the provisions of the Faculty Code should be changed with respect to (i) part-time faculty members and (ii) full-time faculty members who do not have tenured or tenure-track appointments.

The next scheduled meeting of the full PEAF Committee is on Friday, November 30th, at 10:15 a.m. Each working group will present a report of their activities at the November 30th meeting.

A.E.W., Jr.

The George Washington University
WASHINGTON DC

DEPARTMENT OF HISTORY

INTERIM REPORT OF SENATE APPOINTMENT, SALARY, AND PROMOTION POLICIES COMMITTEE

The Committee met three times since the commencement of the school year. The issues we have discussed are: 1) the Closing of the GWUHP-HR and the choice of its replacements; 2) Benefits of Retired Faculty, a draft resolution of which has already or will soon be before the Senate Executive Committee; 3) The number, responsibilities, and compensation of part-time faculty.

With the help of Susan Kaplan and the Benefits Review Board, the Committee concurred that BC/BS PPO & HOM, and CIGNA were satisfactory substitutes for GWUHP-HR, which is being terminated in December. KAISER and AETNA were found unsatisfactory for a variety of reasons. The Open Enrollment period should give every employee of the University adequate time to make the choices that best suit their needs.

Retirement benefits were taken up by the Committee and the following were considered;
1) provision by the University of moving office possessions out of the office of retiring faculty members; 2) provision of answering machine or voice mail after retirement; 3) continued subsidy of reduced GW club dues; 4) subsidy of membership fees to the Health and Wellness Center.

A survey of all departments on employment conditions of part-time faculty was conducted. 30 responses were received from departmental chairpersons. Assistant Vice President Cohen is tabulating more complete figures. After receiving them, the Committee plans to submit a Resolution on part-time faculty.

Full-time faculty salaries are a central concern of the committee. We are awaiting figures for full-time faculty and administrative salaries for 2001 and 2002, with comparisons to AAUP salary levels. A report will be made when they are received.

Emmet Kennedy
Chair
November 5,2001

JOINT COMMITTEE OF FACULTY AND STUDENTS

INTERIM REPORT
November 9, 2001

The JCFS meets monthly; our first meeting was in October. We have agreed to send a resolution involving a small and innocuous change in the University's Academic Integrity Code back to the Senate, while we undertake a larger review of issues in the Code which were addressed in the now-tabled resolution discussed in the Senate on Sept. 15.

The other large issue which the JCFS has already begun to discuss is student evaluation of faculty.

Further topics which may become agenda items for the Committee include: procedures which students follow in the event of a grievance against faculty; reform of the Student Judicial System; unreasonable scarcity of Commencement tickets available for graduating students; overcrowding of classrooms; and the University's over-reliance on adjunct faculty as it affects the undergraduate academic experience.

I have had some trouble obtaining active participation in the Committee from all of the faculty members who had apparently agreed to serve, and I have been working with the Senate office and the Executive Committee on this problem, with partial success so far.

For the Committee,

David McAleavey (English/CCAS)

EDUCATIONAL POLICY COMMITTEE
PROGRESS REPORT
NOVEMBER 9, 2001

The Educational Policy Committee has met twice since the beginning of the academic year. Our major task this year is to formulate a list of "best practices" regarding Tenure and Promotion.

We began by addressing memos to both the Executive Committee of the Senate and the VPAA asking each party to identify the problems (in that party's opinion) that most frequently arose in cases of tenure non-concurrence. We are awaiting replies from each party.

We also gathered the by-laws of the different schools. After a preliminary examination, we noted that although the three-fold criteria of teaching, scholarship, and service is constant in the by-laws (in conformity with the Faculty Code), we also recognized that only one of these criteria typically matters, that is, scholarship.

With the various schools' policies in hand, we decided that it would be best to begin our task by examining the policies of the Columbian College of Arts and Sciences. In order to gain a better picture of practices in CCAS, we gathered by-laws from selected departments across the school so that we could look at the criteria proposed by departments in relation to those proposed by the Columbian College. We discovered that there is a great deal of diversity in the articulation of criteria for tenure and promotion across departments in the college and that these criteria do not always line up with those put forth by CCAS.

When we have finished looking at the criteria for tenure and promotion for CCAS, we plan to begin an examination of the Columbian College's procedures (as well as the procedures of departments within the school). We will then apply the same strategy to the other schools.

Respectfully submitted,

Paul B. Duff
Chair

The George Washington University
WASHINGTON DC

DEPARTMENT OF TEACHER PREPARATION AND SPECIAL EDUCATION

November 8, 2001

To: Faculty Senate Executive Committee
Fr: University and Urban Affairs Committee
Re: Interim Report

The University and Urban Affairs Committee meets regularly the last Wednesday of each month during the academic year. We have met three times this year and are focusing on two projects that are summarized below.

1. Film Festival at GW. A sub committee has been working since last spring to check the feasibility of creating a film festival on the campus. Plans are underway to initially work with an existing DC area film festival in the spring.

2. Assisting small non-profits. New project begun this fall. The committee will gather information about resources available in various departments to assist local non-profits that have few resources of their own with program evaluation and other training needs.

Our next meeting is Wednesday, November 28.

The committee is chaired by Kathleen Anderson Steeves, Associate Professor, GSEHD (ksteeves@gwu.edu or 4-2773)

2134 G STREET, N.W. • SUITE 416 • WASHINGTON, DC 20052
(202) 994-6170 • FAX (202) 994-3365

Brief Comments and Questions
Faculty Senate Meeting
November 9, 2001

Statement of Deep Concern

Tom Nagy, Ph.D.
Assoc. Prof. of Expert Systems
School of Business & Public Management
Member, Assoc. of Genocide Scholars
nagy@gwu.edu

- As a pacifist, citizen, and professor, I express profound sympathy for the victims of 9/11 and to their families and friends

- As ex-refugee and displace person, a citizen and as a professor. I feel obligated to express deep concern for millions of innocent Afghanistan children, elderly and sick likely to die

unless U.S. immediately suspends bombing for a couple of weeks (while roads still passable in Afghanistan).

- I may be foolish but not naïve. Millions of innocent children, etc. may die in any case. .

- My greatest concern is that as a professor I act more as a rescuer than as a "Good German" who remained silent or willfully ignorant despite

 - the most credible evidence

that failure to allow the food-laden trucks to proceed NOW will most likely produce the death of millions of innocents within a matter of weeks or months.

- I wish to pass out some relevant information including materials from the most credible sources such as the FAO, WFP and OXFAM, etc.

- If you are moved to act on the information send me an email so we can exchange information including URLs and ideas for constructive action

- As we meet today

- the U.S. government bombing continues or accelerates

- the trucks are halted by the fighting

- already huge numbers are reduced to starvation

- the truck-blocking snows are now only weeks away.

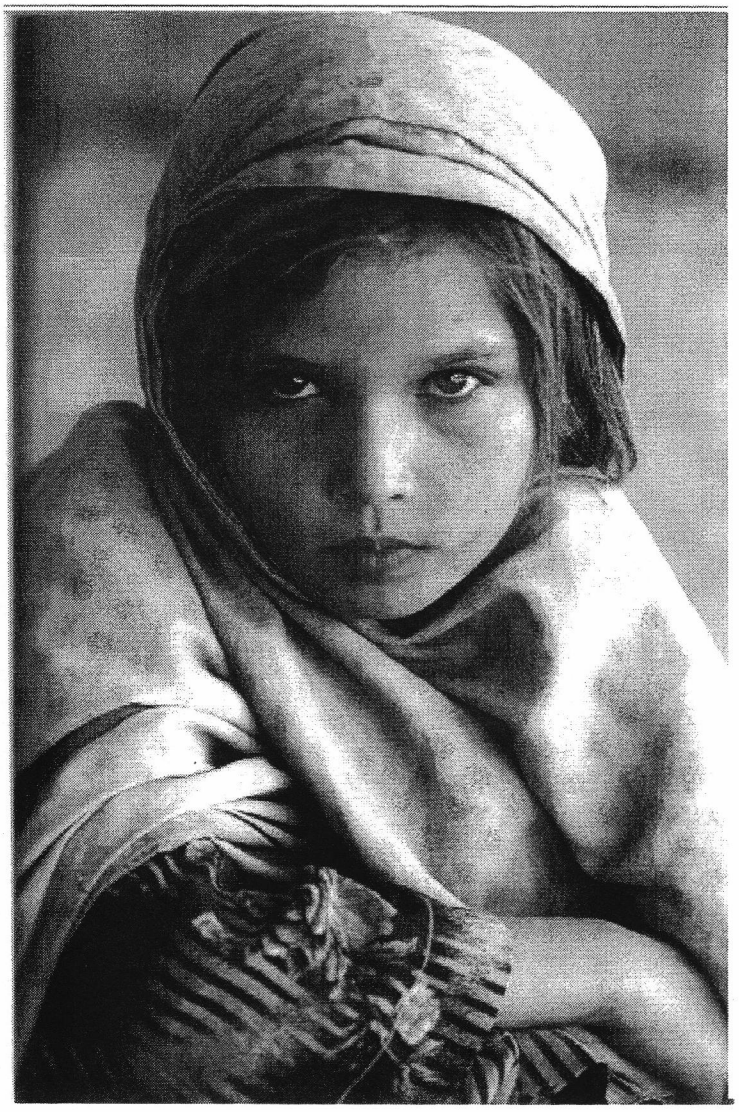
Handouts:

1) The People of Afghanistan – the people at highest risk of death, some facts, some questions
2) Getting Nowhere – a refugee's story
3) Getting Nowhere – the truck idled by war
4) 1/11/01 Oxfam Briefing Paper: Food has now run out for many…
5) 8/11/01 Oxfam: Deepening Crisis
6) Oxfam: Afghanistan Crisis: **Right Now 2.5 million people in Afghanistan are in desperate need of food.**
 Oxfam's Urgent Requests.
7) Jean-Paul Sartre's "You Are Wonderful" – reflections on duty in desperate times
8) FAO/WFP Crop and Food Supply Assessment Mission to Afghanistan, 8 June 2001
 (Cover & Mission Highlights)
9) World Health Organization, "Central Asia Crisis Health Status Update, 11/2/01:
 Afghanistan: Health Situation and Response

The people of Afghanistan

photos by Steve McCurry, from book "PORTRAITS" published by Phaidon

Half the population of Afghanistan (26 million)
are children under 16 years old.

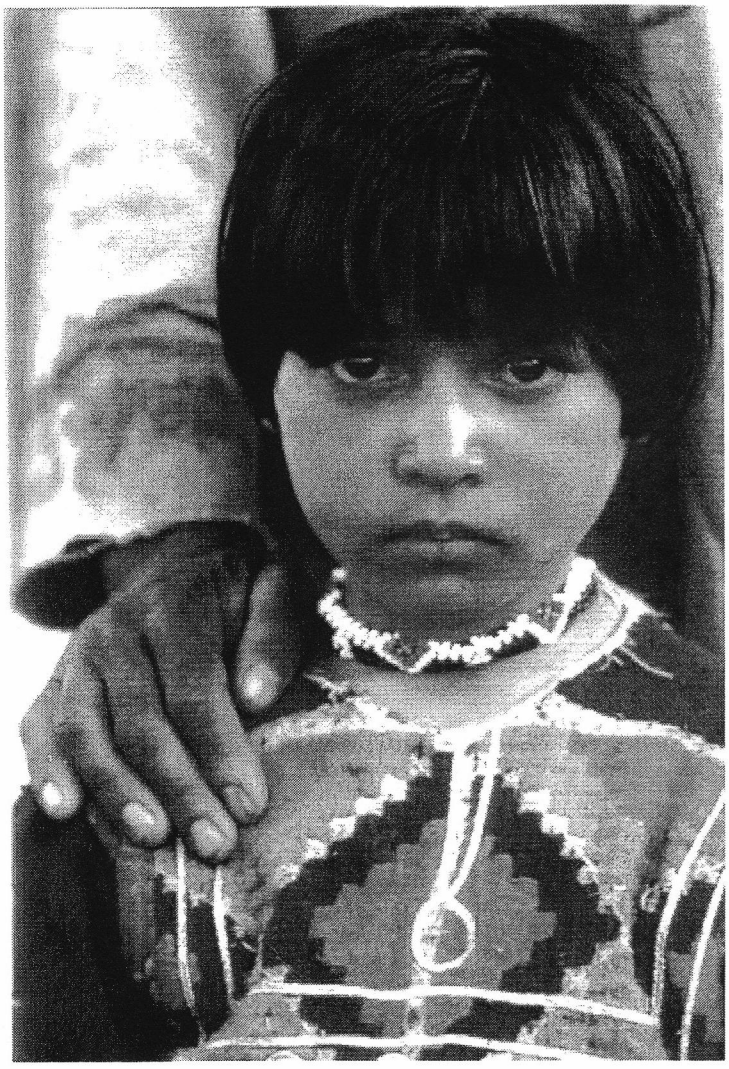




About 7.5 million are likely to starve this winter.



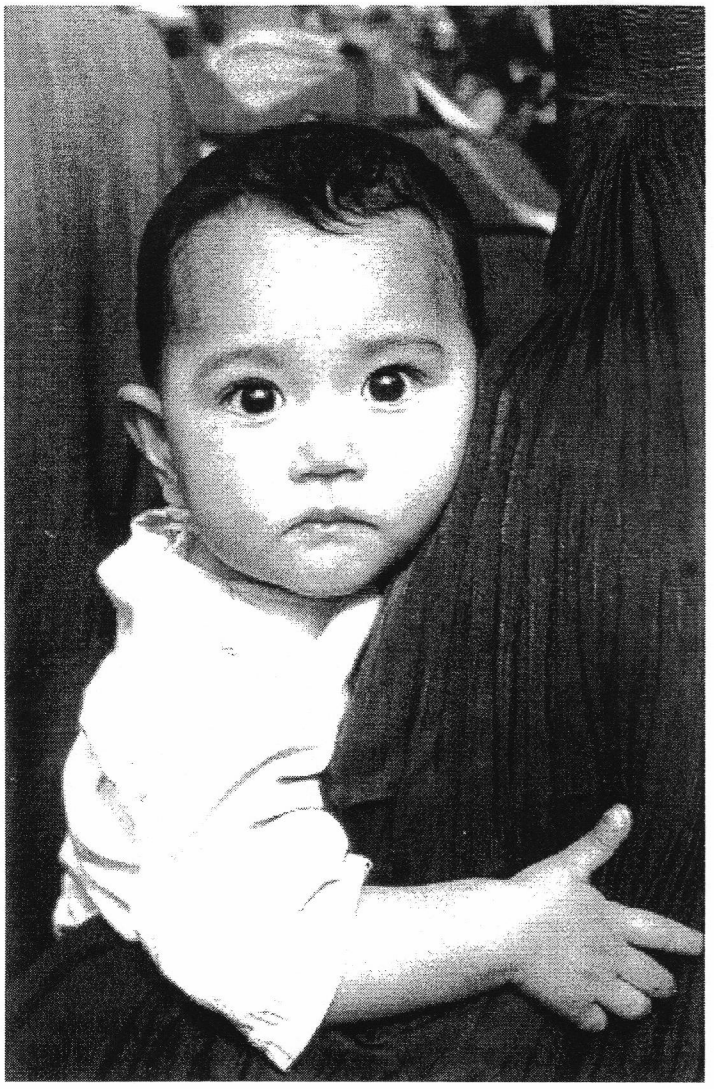
Poll Question:
"Does bombing Afghanistan make your family or your community safer from terrorist attacks?"



Poll Question:
"Does U.S. bombing make you feel better about
the attacks in New York and Washington, D.C.?"

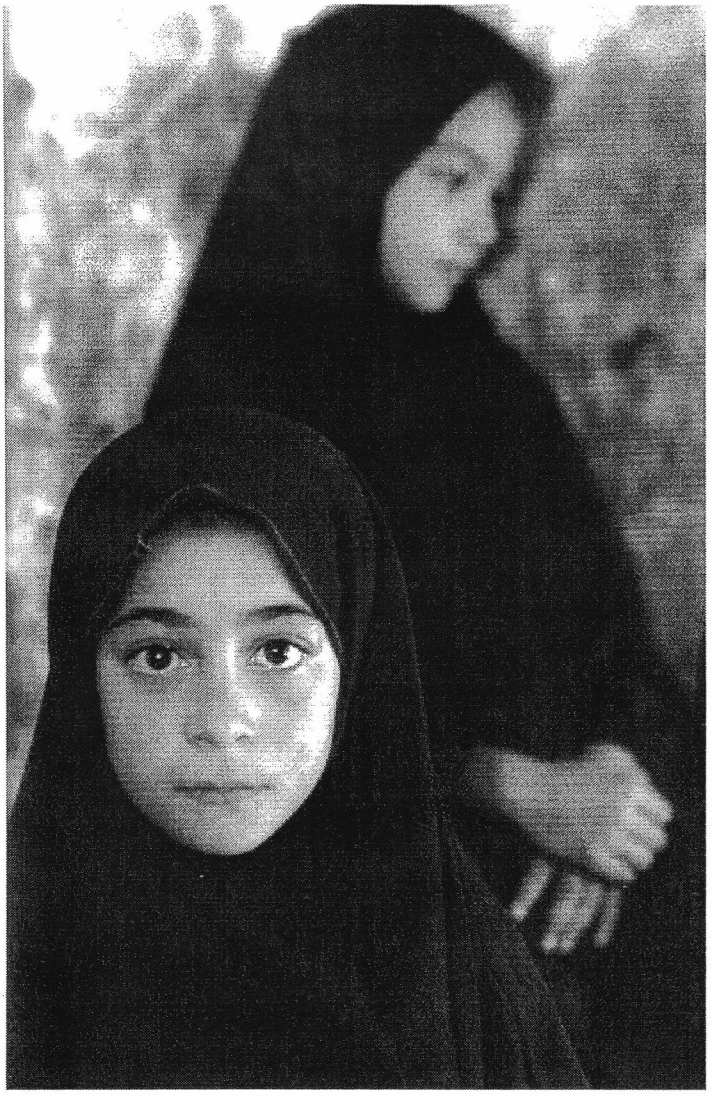


10% of the world's landmines are in Afghanistan.



Poll Question:
"Which makes America stronger:
1) $1,000.000 for a Patriot missile dropped on Afghanistan
2) $1,000,000 for a pediatric clinic in Afghistan or U.S.A."





Poll Question:
"Is God on our side?"

And some of those killed by U.S. bombing
Former U.N. Deputy Warns of Afghan 'Catastrophe'
U.N: Snow Will Block Food Shipments
Food Drops will not Prevent Starvation
Nobel Peace Prize Winning Doctors Group Calls US Afghanistan Aid 'Military Propaganda'
Afghanistan Fact Sheet
West Risks Guilt for Massive Tragedy
The Real Reason for this War
"Why the U.S. will Lose this War"

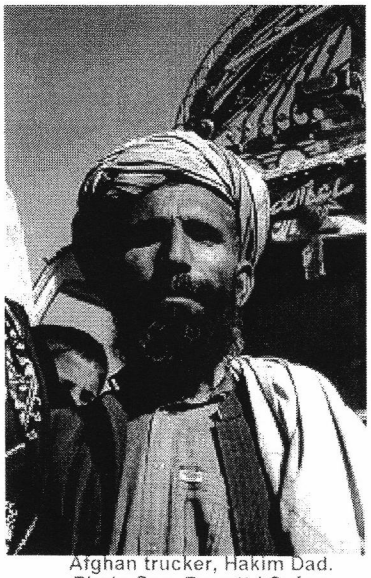
You can donate for food/medical care for Afghanis.

The following example of "municipal foreign policy" is being signed by thousands of Ithaca area residents and will be delivered to relevant embassies and non-governmental groups.

Crisis in Afghanistan - 6 Nov 2001

AFGHANISTAN CRISIS

Going nowhere



Afghan trucker, Hakim Dad.
Photo Sam Barratt / Oxfam

Hakim Dad sits by his truck in the dusty Pakistan border town of Quetta. He recently fled from Kandahar with his wife and 7 children because there was no food left in the city and because of the heavy bombing of the city.

"Now there is hardly any food left in Kandahar. I went into several hotels to get food but they had all run out - I had to jump over a garden wall and pick grapes to feed my children, as this was the only food I could find. Water is also in short supply since the power station was bombed and many of the wells in the city are now dry.

"When we arrived at the border the only food that we could buy was Bangladeshi rice but this made my children ill. At the border it was chaos, there were lots of women and children crying, I felt very sorry for the people that were stuck there. There is no shelter and it is too cold to stay outside at night. Those with money are able to pay their way across the border (about £80). I've now hired a house in Quetta and I can use my truck for work. I might drive soldiers and police around to earn money, we have only enough food left until the rest of the month."

It is now estimated that anything from 50,000 to 80,000 people have crossed in Pakistan. But people like Hakim Dad are the lucky ones, the poorest simply can't afford to flee and they will try to brave out the winter as best as they can. It will be very tough, after three years of drought many have already sold the animals that they have and are forced to forage for the wild plants that they can find. While Oxfam are still able to reach people in parts of the country, the mountainous regions of Bagdhis, Ghor and Hazarajat will soon be cut of by the brutal winter which is now only looming large.

Online Donations:
Please help if you can by making a secure online donation now to Oxfam's aid work in Afghanistan and Pakistan

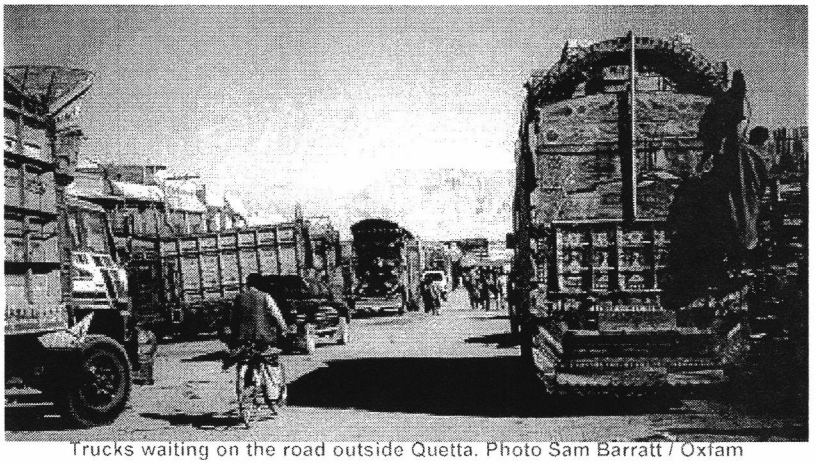


AFGHANISTAN CRISIS

<< Back to Afghanistan Crisis pages

Crisis in Afghanistan - 6 Nov 2001

AFGHANISTAN CRISIS



Trucks waiting on the road outside Quetta. Photo Sam Barratt / Oxfam

Going nowhere

Just outside Quetta on the road to Karachi is Hazargunji. Here 400 brightly coloured and elaborately decorated trucks wait, but many of their trailers lie empty. This is the central trucking depot where a mixture of fruit, wheat and flour are transported either down to the coastal port of Karachi or over the Khojak Pass and into Afghanistan.

Many of the drivers sit around drinking tea as they are no longer prepared to drive into this dangerous war torn country. The owner of Parrot Transport has six trucks of which each could carry twenty tonnes of food. He said that even if he was given the whole of Pakistan, he wouldn't allow his trucks to take food into Afghanistan. While some drives are currently negotiating with the World Food Programme about money, many drivers refuse point blank.

For Hadji Miamatullah of Nadim Flourmills this should be one of his busiest times of year, but the breakdown in security means that none of his drivers is prepared to take food in. The threat of looting also weighs heavily on his mind, as one of his friends had a convoy of wheat and grain stolen.

Food stopped moving out of Quetta on September 14. While conflict is the main reason the drivers stay drinking their tea in Hazargunji, the cost of petrol (which has gone through the roof in Afghanistan) and the fear that the mechanics who could repair the trucks will have closed their workshops are further concerns.

On a two hour drive up to Afghanistan, it's easy to see the impact that the war has had on the aid effort. On the way to the refugee camps only one food truck passes, winding its way through the mountains, and twenty Toyota Hiluxes carrying journalists. November is a time when Oxfam

would be giving people four months worth of food to get through to spring. But in the most vulnerable and war torn parts people have already run out.



>>More
Trucker Hakim Dad tells us his how the war has affected him and his family. Read his account

Online Donations:
Please help if you can by making a secure online donation now to Oxfam's aid work in Afghanistan and Pakistan



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Crisis in Afghanistan

AFGHANISTAN CRISIS

1/11/01 - Oxfam International briefing paper

Food has now run out for many Afghan people

For over four weeks Oxfam International has been increasingly concerned about the deteriorating humanitarian situation in Afghanistan. We have been calling on all parties for a pause in military action and for the WFP (World Food Programme) to urgently step up the trucking of food into Afghanistan before winter sets in. We now fear that time is running out for some communities. For others, time will run out if food deliveries do not dramatically increase in the next weeks and months.

This failure by the international community to deliver enough food, combined with growing insecurity, has left hundreds of thousands of people suffering acute food shortages. In some areas of acute need, the bombing and the increased fighting from the Taliban and Northern Alliance has added to a climate of fear that has made many truck drivers and aid workers too frightened to work.

Given the significant differences across Afghanistan, both in terms of need and access, any options must be specifically designed to meet the conditions on the ground. This may require a range of actors negotiating access to different areas of the country, and different approaches according to local conditions. They must reach all Afghans in need including those who may become trapped in their villages by the coming snows and spreading violence. This will require a flexible approach that draws from the local knowledge of Afghan organisations and international agencies operating on the ground.

Oxfam is therefore calling for:

- **The trucking of food to be dramatically increased to areas where access is still possible** (including most of the central provinces of Bamyan, Uruzgan and Wardak). There are still thousands of people that can and must be reached by a significantly increased delivery of food into Afghanistan by land, and by air drops and lifts into secure zones. Greater diplomatic pressure is required to ensure that neighbouring countries are facilitating trucking into Afghanistan by easing bureaucracy at borders. This is a priority option for zones considered accessible and will require increased efforts by WFP to move higher quantities of food into the country.
- **The UN, the ICRC, and the coalition governments to consider more radical options** for some regions (including parts of Faryab, Ghor, Balkh and Badghis) where food is already running out. This could include the negotiation of safe routes and safe zones for food delivery, and air drops. We know that some of these options are

not the most effective way to get food to people, and that trucking would have been better. But given the level of the crisis in some areas, all options must now be considered. It should not be forgotten that the Geneva Conventions clearly establish the obligation of all warring parties to ensure that food and medical supplies reach civilians.

- **A pause in all military action**, including air strikes, at least in some zones so that food stores within the country can be replenished. The specific areas and timing should be negotiated and co-ordinated by the United Nations. We believe that this would remove an important fear that is preventing truck drivers from working in some areas of acute need.

The food situation

New food aid is moving into some parts of Afghanistan. But seven provinces in the north, north-west and centre of Afghanistan include areas of acute concern. Reports of deteriorating security, and the rapid onset of winter in mountainous areas come on top of the existing need for substantial food aid. Oxfam draws this conclusion from WFP estimates in July predicting that food would run out within 3-6 months in these selected areas. While there is no reliable information about population movements since September, there are also no reports of significant numbers of refugees from these provinces. This suggests that the majority of people are still in their homes and may have even been joined by people fleeing the cities.

At the start of November, some new food (albeit limited amounts) is entering the country, and winter is closing in. WFP's earlier projections suggest that parts of Afghanistan are on the threshold of a far deeper crisis. It is now likely that:

- In the north and north-west, in parts of the four provinces of Badghis, Faryab, Ghor, and Balkh, 400,000 people are already suffering acute food shortages. At least 1,300,000 will probably have little or no food by the end of December. At least 700,000 of these live in Faryab.
- Around 350,000 people in Badghis, Ghor, and Faryab are located in areas soon to be largely cut off by the onset of snows during November. After that, aid will only be able to get through with extraordinary measures to keep overland routes open or supply by air.
- In the north-east, in parts of Badakhshan, around 260,000 people will be largely cut off by the onset of winter this month, and will have little or no food by the end of December. They too will need especial efforts to get aid to them.
- In the central provinces of Bamyan, Uruzgan and Wardak, 13 of the 25 districts may be largely cut off during winter because of their high terrain, affecting over 540,000 people.

Oxfam and its partner organisations continue to deliver assistance in some of these areas, where security allows. Our current aid is mostly food purchased locally through Oxfam grants, and distributing food supplied by WFP in the central highlands and north-east. In Ghor, Badghis and the mountainous parts of Herat and Farah, we will be doing everything possible to support partners to keep roads open during the winter.

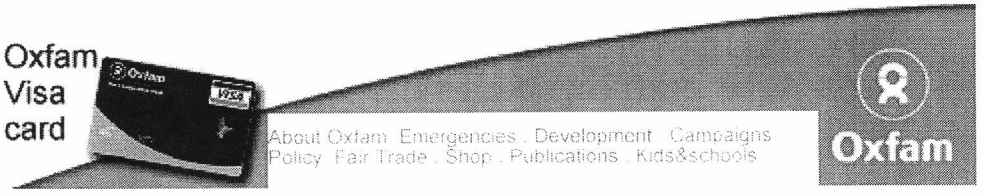
The war further complicates this picture, because even in the zones that

are not cut off by winter snows, accessibility for aid workers is severely limited by insecurity. Taliban soldiers and other militias have looted aid offices in Kandahar, Mazar-e-Sharif, Ghana, Kunduz and other areas. Insecurity in Kandahar and Herat is due to a break down of law and order; in Ghor and Badghis it is due to increased fighting between the Taliban and Northern Alliance. Continued bombing in most parts of north and central Afghanistan, and the use of cluster bombs, have created a climate of fear that severely limits the ability of WFP and other agencies to continue food deliveries. Islamic NGOs that are currently delivering food into the east believe that they could do much more if fear by truckers could be diminished.

Please help! Donate online now to Oxfam's relief work with victims of this crisis.



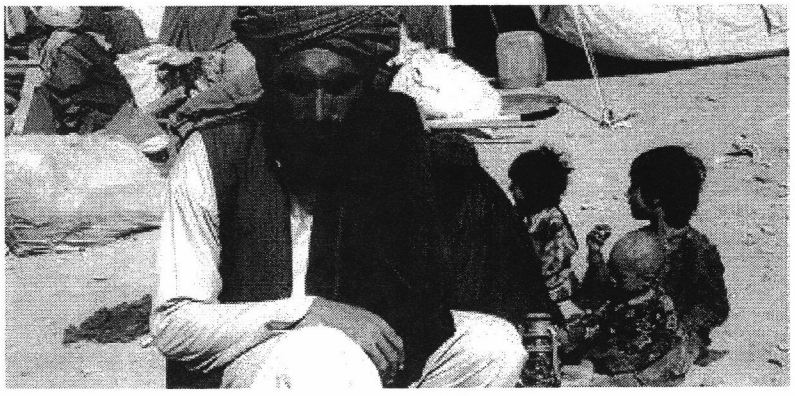
Crisis in Afghanistan



Crisis in Afghanistan

AFGHANISTAN CRISIS

Humanitarian situation update: 8/11/ 01



Afghan refugees near Quetta. Photo Sam Barratt /Oxfam

Deepening Crisis

Hundreds of thousands of people living in several Afghan provinces are now virtually cut off from food delivery. Aid workers and truckers are fearful of the bombing, fighting and harassment from armed militia. To make matters worse, winter is almost here in many provinces, further isolating thousands more. Time, for many, has almost run out.

However, in some areas, the situation seems less desperate. Oxfam and partners are managing to deliver food into districts in the central highlands and the north-east, and there are signs that increases in UN food convoys may be soon enough to help many stockpile food for winter.

We are pressing the international community to act urgently, and calling for:

- Food trucking to be greatly increased where access is possible
- Use of more radical options where food is already running out, such as safe routes and zones, or air drops - (less effective, but the crisis in some areas means all options must be looked at)
- A pause in all military action, including air strikes - at least in some zones, to let truck drivers work again

In the last week the UN's World Food Programme (WFP) has significantly increased the amount of food it is getting into the country. This is welcome news, although after six weeks with a much lower amount, it's unclear how much impact this will have, and is vital that WFP continue the high deliveries.

The food that WFP delivers is then taken to the villages by Oxfam and

others. Even before the events following September 11, distribution was far from easy. Now, although we are not able to distribute everywhere we had hoped, and our overall capacity has been reduced, we know that our staff and partners are continuing to work where they can. They have shown courage and initiative in the face of enormous odds.

Currently, in the Ghormach district of Badgis province, staff have been prevented from distributing 23 tonnes of wheat (another 980 tonnes could not be delivered to us from WFP). However, a team of local community workers Oxfam had already trained have agreed to distribute the food. In total, staff believe 9,563 tonnes of wheat are needed in Badghis. High levels of insecurity arising from the fighting between Taliban and rival forces though, may jeopardise future operations.

Novib Oxfam, the Dutch member of Oxfam International, is also supporting food distribution in Afghanistan, as well as snow clearance projects, using bulldozers to clear mountain passes and allow food deliveries.

The borders with Pakistan and all other surrounding countries remain closed, and is uncertain if, and how many, refugees will be allowed to cross. We continue to plan for any influx, and are preparing to work in up to five sites, each for 10,000 people. This would involve work on water supplies and sanitation, hygiene promotion and disease control.

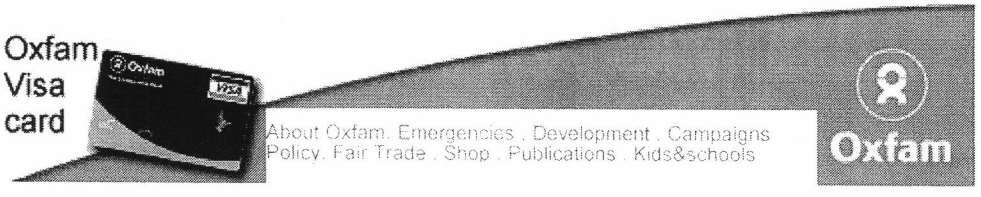
We are funding work to clean and repair Karezes (underground canals which bring water down from the mountains). This will help local people as well as refugees who may settle among them. Longer-term plans include preparation for assisting up to 250,000 refugees in Pakistan, and we currently have assessment teams in Tajikistan and Iran.

Online Donations:
Please help if you can by making a secure online donation now to Oxfam's aid work in Afghanistan and Pakistan

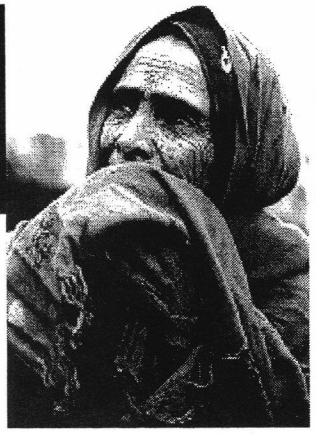


AFGHANISTAN CRISIS

Crisis in Afghanistan



AFGHANISTAN CRISIS



Right now, 2.5 million people in Afghanistan are in desperate need of food.

There is now very little time left to help these people. They have already endured severe drought and 20 years of war. If vital aid does not arrive by mid-November, many families could die this winter.

Oxfam is working hard to ensure that aid reaches the people most in need, but for a variety of reasons, it is becoming increasingly difficult to deliver anything like the amount required to prevent a winter of unimaginable suffering for millions of Afghans.

Oxfam is now calling on all warring parties to allow the safe passage of trucks carrying aid into the country.

> More on humanitarian situation

Online Donations: Please help if you can with a secure online donation to Oxfam's aid work in this crisis.

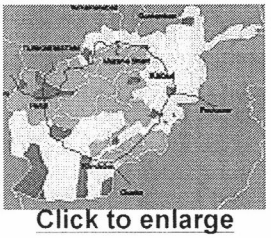
AFGHANISTAN CRISIS

> Can I help in other ways?

Oxfam's perspective

Afghanistan is the poorest country in Asia. Even before the 11 September terrorist attacks on the USA, it faced a winter of severe food shortages, putting many millions at risk.

This has been caused by three years of



Click to enlarge

latest news

Humanitarian situation update - 08/11



Going nowhere - local truckers, unable to deliver aid, tell their story - 06/11

Food has run out for many - update - 01/11

Questions & answers - 01/11

Situation update - 31/10

Aid agencies call for pause in bombing - press release - 17/10

Oxfam's key

successively worsening drought, coupled with the continuing war between the Taliban and opposition United Front, based in the north. According to UN figures, the number of people needing assistance could rise to 7.5 million if worst predictions are realised.

Anticipation of military action against Afghanistan prompted massive internal displacement of the population from urban areas. Now that air strikes have begun, Oxfam's main concerns are:

> **Air strikes should be put on pause** to allow the safe passage of trucks carrying aid

> **Military and humanitarian action** should be kept separate as far as possible to maintain the impartiality of the humanitarian effort

> **Food supplies** to all areas must be scaled up urgently before the onset of winter.

> **International borders** should be opened, to let people reach food and services

> **Refugee camps** should be prepared, to ensure safe and adequate conditions for new refugees

> **Humanitarian consequences of military action** must be carefully calculated to protect civilians and reduce the fear driving displacement

> **The Taliban authorities** must help facilitate the delivery of humanitarian supplies to civilians in need

> Read the full text of Oxfam's key messages

messages - 11/10

previous news
17/10, 12/10, 11/10, 09/10, 05/10, 01/10, 28/09, 28/09, 21/09, 20/9, 19/09, 14/09

eye witness

Personally speaking - Islamabad diary



A hell of a job - thoughts of our aid co-ordinator - 12/10

Telling it like it is - 02/10



Out of Afghanistan - Evacuee's personal account - 28/09

BBC webcast with Oxfam in Islamabad - transcript - 21/09

background

Cool Planet for Kids - country profile & facts on current crisis



Behind the veil - meeting Afghan women - 28/09

Afghanistan profile

Pakistan profile

Field report from before 11 September - 01/09

Oxfam Visa card



About Oxfam, Emergencies, Development, Campaigns, Policy, Fair Trade, Shop, Publications, Kids&schools

Oxfam

*You Are Wonderful**[1]

A collection of statements and documents on our methods of pacification – *Des Rappelés témoignent* (*Mobilized Reservists Bear Witness*)[2] – has just been published. Have you read it? These mobilized reservists are Christians, chaplains, priests. With regard to the overall policy, it seems likely that their opinions differ, so they do not say a word about it. But they have in common a will to reveal the gangrene – still a long way from affecting the entire Army, but which can no longer quite be prevented from spreading – of the cynical and systematic use of absolute violence. They hide nothing, and denounce all the war crimes committed before their eyes: pillaging, rape, reprisals against the civilian population, summary executions, use of torture to extract confessions or information. These measured, intelligent accounts, anxious to be fair to everyone, even the most guilty, constitute the most damning evidence. Reading them is absolutely unbearable; you have to force yourself to go from

* *Les Temps Modernes*, No. 135, May 1957.

1 It seems to me indispensable that the brochure about which I am going to speak is given the widest possible circulation. It is for that reason that I have written this article, which was intended for a major daily newspaper. The newspaper having refused it, I am publishing it in *Les Temps Modernes*.

2 Published by the *Comité de Résistance Spirituelle* (Committee of Spiritual Resistance), 14 *ter*, rue du Landy, Clichy (Seine).

one line to the next. Nevertheless I feel that I must strongly recommend this brochure to all those who are not yet familiar with it, and I would like all French people to read it. The fact is that we are ill, very ill; feverish and prostrate, obsessed by her old dreams of glory and by the sense of her shame, France is struggling in the midst of a vague nightmare which she can neither flee nor decipher. Either we see clearly or we are done for.

For 18 months our country has been the victim of what the legal code has called a 'demoralization offensive'. And it is not by sabotaging its 'morale' that you demoralize a nation, it is by degrading its morality; as for the procedure, everyone knows it: by precipitating us into a despicable adventure, they have instilled in us, from without, a sense of social guilt. But we vote, we give mandates and, in a way, we can revoke them; the stirring of public opinion can bring down governments. We personally must be accomplices to the crimes that are committed in our name, since it is within our power to stop them. We have to take responsibility for this guilt which was dormant in us, inert, foreign, and demean ourselves in order to be able to bear it.

However, we have not sunk so low that we can hear the cries of a tortured child without horror.[3] How simple everything would be, how quickly everything would be sorted out if these cries reached our ears once, just once, but they do us the favour of stifling them. It is not cynicism, it is not hatred that is demoralizing us: no, it is only the state of false ignorance in which we are made to live and which we ourselves contribute to maintaining. To ensure our peace of mind, the solicitude of our leaders goes as far as quietly to undermine freedom of expression: they hide or filter the truth. When the *fellagha* massacre a European family, the major newspapers spare us nothing, not even the photographs of mutilated bodies; but when the only means of escape a Muslim lawyer can find from his French tormenters is suicide, the event is reported in three lines in order not to upset our sensibilities. Concealing, deceiving and lying are a

3 *Des Rappelés témoignent*, pp. 10, 599.

duty for those who inform France; the only crime would be to *disturb* us. This has clearly been demonstrated to Mr Peyrega: nobody, in Algeria, thinks of denying the events he reports; he is simply reproached for having reported them to us. We are French; French soldiers are massacring at random in the streets of Algiers before the hardened eyes of the European population; but that is none of our business. The truth about Africa is too strong a wine for our tender minds: what would happen to the colonists if France got drunk? Calm, that is what we need, plenty of rest, a few distractions: since the death of Louis XVI, every good French citizen has been an orphan; the Mollet government knows and shares the inconsolable mourning of our bourgeoisie: shrinking from no sacrifice, they put the queen of England on the French throne for three days. What delights! What rapture! Complete strangers talked to one another, took each other by the hand and danced the conga. In Algeria, however, tenacious men continued their job: no days off for executioners. The radio brought them snatches of our sighs of ecstasy, and they said to each other: 'Now they have got their queen, perhaps they will leave us in bloody peace.' The queen has gone, she is resting at Windsor; overwhelmed by love, France has taken to her bed; the government is walking on tiptoe: 'Do *not disturb* her sleep.' If, however, one of us opens our eyes and questions her nurses, quick, they use another ploy: in no time at all a safety commission is set up whose only function is to relieve us of our responsibilities. 'Abuses? One or two perhaps. In a war there are always some. But what are you worried about? You are a long way from Algiers, you are not familiar with the issues; trust the Safety Commission. We will set it up with good people, specialists in scruples. Give them your worries; they will take them over there with them. And sleep.'

If only we could sleep, and be ignorant of everything! If only we were separated from Algeria by a wall of silence! If we were *really* being deceived! Foreigners could doubt our intelligence but not our naiveté.

We are not naive, we are dirty. Our consciences have not been disturbed, and yet they are not clear. Our leaders know this full

well; that is how they like us; what they want to achieve by their attentive care and well-publicized consideration is, under the pretence of a fake ignorance, our complicity. *Everybody* has heard about the torture, in spite of everything, something has filtered through into the national press, honest but small circulation newspapers have published eye-witness accounts, pamphlets are in circulation; soldiers return home and talk about it. But it is precisely that which serves the demoralizers; for everything gets lost or is dulled in the thickness of society, a pathway to the news peddled around has to be cleared, but then the pathway ends abruptly and the news dies. The majority of the French people have not read, cannot read these newspapers, these pamphlets, but they know people who read them; many of us have never heard the account of a reservist, but someone has told them what certain soldiers were saying. Spread by word of mouth, officially denied, these accounts from afar suffer a progressive loss of their credibility as they circulate. This is where the 'offensive' awaits us: alas, it is here that we await ourselves. So why should we believe these tales? Where is the evidence? Where are the witnesses? Those who declare themselves convinced were convinced already. Of course we cannot automatically rule out the possibility either . . . But we must wait, and not judge before properly informing ourselves. So we do not judge. But we do not inform ourselves either: as soon as we try to get hold of the documentary evidence, our open society turns into tropical rain forest: we vaguely hear, a long way off, the sound of a tom-tom, but we go round in circles when we try to get closer to it. And of course we have enough problems of our own, don't we, without lumbering ourselves with other people's. You must not ask somebody who has worked all day and has had to put up with all the minor stresses and strains of daily life at the office to spend the evening gathering information about the Arabs.

And there is the first of our lies. All the demoralizers have to do is fold their arms and wait: we will finish off the job ourselves. It is easy to use practical concerns as an excuse: they have never prevented anyone from reading the newspaper after dinner; we take

our minds off the specific by considering the universal, we forget the suppressed anger of the afternoon by shedding a few soft tears or by abandoning ourselves to after-dinner indignation. The newspapers court us; they want to make us believe that we are good. When the radio or the television ask us for a five franc piece, they call their programmes: 'You are wonderful'; that is enough to make us run from the Porte de Saint-Ouen to the Porte d'Italie at midnight. But we are not wonderful. No more than we are naive. The illusory community of decent people is quite simply that of the readers of *France-Soir*. If we refuse to investigate the French truth ourselves, when we are capable of piling up our old mattresses on top of our 4CVs and throwing them at the feet of some Jean Nohain, it is because we are afraid. Afraid of seeing our true faces naked. That is where the lie is – and the excuse for the lie: yes, we lack evidence, so we cannot *believe* anything; but we do not seek this evidence because, *in spite of ourselves, we know*. What were the demoralizers asking for? That and nothing else: an ignorance that is excusable but more and more unforgivable, which progressively demeans us and each day brings us closer to those whom we should condemn. When we resemble them completely, we will cry 'All men are brothers' and we will throw ourselves into their arms.

Our second lie has already been prepared for us. The trap is the Safety Commission. If only we could trust it! But even if we wanted to, how could we summon up the necessary gullibility? A commission, when crime and massacre are on the increase throughout Algeria? Who will inform it in Algiers of what is happening in Kabylia? And who will consult it? About what? Is it going to solemnly evoke human rights? Everybody knows them, including Mr Lacoste. It is a question of getting them recognized: and how is it supposed to manage that? If the resident minister cannot put an end to the illegal practices, do they think that providing him with a few advisers will give him the means to do so? If he is able to and wants to crack down on abuses, what does he need them for? And if he does not want to, why should he take their advice? But no matter! The Government has made a gesture,

Monsieur Mollet has declared himself to be 'deeply shocked', he says that he wants light shed on the whole affair. We believe this and we are excusable: a man's word is made to be believed; we do not believe it and we are even more excusable: M. Mollet's word is made to be doubted. We know that the Commission will be made up of irreproachable men, we also know that it will be unable to do anything: their decency enables us to conceal its impotence from ourselves. Thus we deny the Government our trust, and yet we count on it to dispel our mistrust.

Guilty. Twice guilty. We already feel prey to a vague malaise. It is not yet horror but a feeling that horror exists, very close by, all the more threatening because we cannot and will not look it in the face. And then, all at once a flash which makes it blindingly obvious: 'What if it were true?' Apart from that, still wonderful: but now suspect. Yes, each one of us finds his neighbour suspect and fears being considered suspect by his neighbour. Regarding the solution to the Algerian problem, friends could hold different opinions but still think highly of each other. But what about the summary executions? The torture? Can you remain friends with someone who approves of them? Everyone keeps quiet, everyone looks at their neighbour who keeps quiet, everybody wonders: 'What does he know? What does he believe? What has he decided to forget?' Except among people 'on the same side', we are afraid to speak. What if I were to find a criminal acquiescence in the man who has just shaken my hand? This man says nothing; he who says nothing consents. But I do not say anything either. What if, on the contrary, it were he who reproached me for my spinelessness? Mistrust teaches us a new solitude: we are separated from our fellow citizens by the fear of having to despise or of being despised. It is one and the same thing, moreover, since we are all the same and are afraid of questioning people because their response might well reveal our degradation. If, for example, one of them, without violence, to rid himself as quickly as possible of his anguish, says to us, under his breath: 'And what about the *fellagha*, then? Have they not carried out atrocities?' We understand at once that fear, denial,

silence have made us return once more to the barbaric times of an eye for an eye. In a word, the French have a troubled conscience – with the exception, perhaps, of M. Mollet. And that is what makes us guilty: the turmoil in our minds, the game of hide and seek that we play, the lamps that we dim, this painful bad faith; let us not see in this our salvation but the sign of a profound collapse within ourselves. We are sinking. We are already furious at knowing that we are judged and our anger makes us sink further into complicity: 'America has no right to speak! If we treated our blacks the way they treat theirs!' . . . It is true. America has no *right* to speak; nor does Sweden, which has no colonies. Nobody has the right to speak, but *we* have the duty to do so; yet we do not speak. There are honest, courageous informers, who tell what they know every day or every week: we want to ruin them or put them in prison, and their audience does not increase. But what has become of the great virtuous voices which resounded like church organs last November? At that time we were still wonderful: we drew from our innocence indignant tones to condemn – *with justification* – Soviet intervention in Hungary. But did you not *also*, great voices, in your sublime thunder, make the commitment to tell us *everything* there was to know about *ourselves*? Because *you* know. You do not even have the excuse of ignorance. You are familiar with the documents, the accounts. Today we are the ones who are implicated. We are the ones who need to know, to believe. We are the ones whom you can rid of our nightmares and save from our shame. You remain silent, and that is an error of judgement: fear that you may be judged on your silence today rather than on your commotion of November.

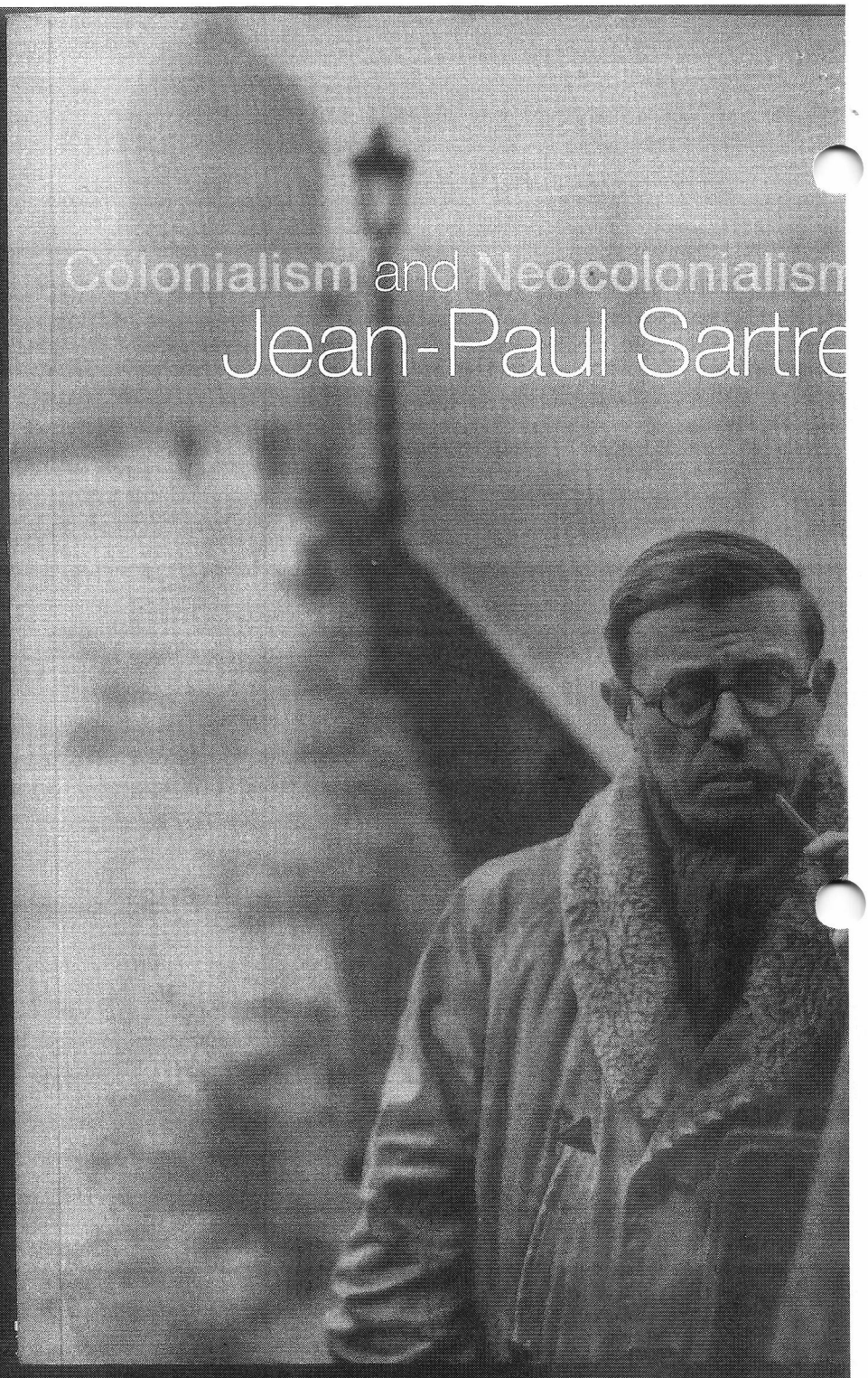
Why? Because the circle is closing, because we are going to be caught in a dreadful trap and, unfortunately for us, in a posture that we ourselves have condemned. False naiveté, flight, bad faith, solitude, silence, a complicity at once rejected and accepted, that is what we called, in 1945, collective responsibility. There was no way the German people, at the time, could feign ignorance of the camps. 'Come off it!' we said. 'They knew everything.' We were right, they did know everything, and it is only today that we can understand:

because we too know everything. Most of them had never seen Dachau or Buchenwald, but they knew people who knew other people who had caught a glimpse of the barbed wire or consulted confidential files in a ministry. They, like us, thought that this information was unsound, they kept quiet, were mistrustful of one another. Do we still dare to condemn them? Do we still dare to absolve ourselves? How many mattresses will we have to lay on the Place de la Concorde to make the world forget that children are being tortured in our name and that we say nothing?

There is still time to thwart those who are demolishing the nation, it is still possible to break the infernal circle of this irresponsible responsibility, of this guilty innocence and this ignorance which is knowledge: let us look at the truth, it will put each one of us in a position either to publicly condemn the crimes committed or to accept responsibility for them in full knowledge of the facts. That is why I felt it necessary to bring to the attention of the public the reservists' brochure. There is the evidence, there is the horror – *ours*: we will be unable to see it without tearing it from ourselves and crushing it.

Colonialism and Neocolonialism

Jean-Paul Sartre



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FAO GLOBAL INFORMATION AND EARLY WARNING SYSTEM ON FOOD AND AGRICULTURE
WORLD FOOD PROGRAMME

SPECIAL ALERT[1]

NO. 315

8 June 2001

FAO/WFP CROP AND FOOD SUPPLY ASSESSMENT MISSION TO AFGHANISTAN

- Mission Highlights
- 1. OVERVIEW
- 2. SOCIO-ECONOMIC SETTING
- 3. FOOD PRODUCTION IN 2000/**2001**
 - 3.1 Rainfall
 - 3.2 Area Planted
 - 3.3 Means of production and inputs
 - 3.4 Cereal Yield and Production
 - 3.5 Other Crops
 - 3.6 Pastures and Livestock
- 4. SITUATION BY REGION
- 5. CEREAL SUPPLY/DEMAND SITUATION, **2001**/02
- 6. FOOD AID REQUIREMENTS FOR **2001**/02
 - 6.1 Justification for international food assistance
 - 6.2 Targeting of food assistance
 - 6.3 Coping Mechanisms
 - 6.4 Food distribution
 - 6.5 Logistics
- 7. MEDIUM AND LONG TERM MEASURES

Mission Highlights

- **Afghanistan** faces a much more serious food crisis this year than last year as a consequence of severe drought for the third consecutive year and intensifying economic problems. The food situation is rapidly deteriorating and will continue to worsen as the current marketing year (**2001**/02) progresses.
- There is mounting evidence of emerging widespread famine conditions in the country, reflecting substantially reduced food intakes, collapse of the purchasing power of the people, distress sales of livestock, large-scale depletion of personal assets, soaring foodgrain prices, rapidly increasing numbers of destitute people, and ever swelling ranks of refugees and internally displaced persons.
- With the **2001** drought-affected cereal output forecast at about 2 million tonnes, cereal import requirement will amount to some 2.2 million tonnes, close to last year's unprecedented high level. Even if the planned volume of food aid (386 000 tonnes -) and a low case scenario of projected commercial imports (760 000 tonnes) materialize, there would remain a large uncovered cereal deficit of over 1 million tonnes. Given the scale and magnitude of the food crisis facing **Afghanistan**, the Mission urges the most urgent international response to cover this large gap to avert an imminent catastrophe.
- Three consecutive years of drought have dealt a serious blow to livestock in **Afghanistan** which is in the process of continued decimation with catastrophic livelihood consequences for the Kuchi (nomads) and serious adverse impact on the livestock-holding farmers. Appropriate veterinary and feed-related measures are needed to protect the remaining livestock population and to ensure the survival of the breeding stock for rebuilding the livestock population.
- About one half of "irrigated" area has gone out of use as a result of breakdown of irrigation systems. Substantial assistance is required to start and carry forward the rehabilitation of the collapsed irrigation infrastructure as well as to improve and expand the provision of quality seeds towards rehabilitating the agricultural sector.
- With the abandonment of poppy cultivation in **2001**, the world is rid of 3 000-4 000 tonnes of opium and derivatives this year. This exceptionally positive development, however, comes at a time when intensifying economic problems provide little opportunities for alternative income sources for poppy farmers and workers, or for support measures by the Authorities. The people of **Afghanistan** can sustain the negative economic implications only if immediate, commensurate international support is provided.

1. OVERVIEW

Following severe drought in parts of the country in 1999 and countrywide in 2000, **Afghanistan** has been again hit by a widespread severe drought in **2001**. Both rains and snowfall performed extremely poorly throughout the country in the current year, resulting in virtually total failure of rainfed agriculture and substantially reduced irrigated agriculture. The serious food crisis that faced the population in 2000/01 took a further adverse turn in **2001** in view of very poor harvest prospects and continuing deterioration of the purchasing power of increasing numbers of people. It is against this background that an **FAO/WFP** Crop and Food Supply Assessment Mission, supported

Central Asia Crisis
Health Status Update
November 2, 2001

The newly-appointed Regional Coordinator for the Central Asia crisis, Dr. Mohamed Jama, will be in Geneva next week for consultations with headquarters.

AFGHANISTAN

Health Situation and Response

The WHO Afghanistan has predicted, according to previous trends, that respiratory infections, micronutrient deficiencies of mothers, diarrhoeal diseases, and casualties will be the killers this winter. Saving lives will depend on having health workers in the field and sufficient medical supplies as well as food, shelter and security.

There is no new information regarding the new cases of falciparum malaria in the Jalalabad area. Investigations are still on-going.

PAKISTAN AND IRAN

Health Situation and Response

Despite increased population movements toward the borders of Pakistan and Iran, the health situation remains the same. There are no epidemics or outbreaks of infectious diseases to report.

REPORT OF THE EXECUTIVE COMMITTEE
November 9, 2001

Lilien F. Robinson

GRIEVANCES

As reported to the Faculty Assembly, there are two grievance cases. One is in the formal grievance stage, and in the other case, mediation has failed and the formal process has begun.

SENATE COMMITTEE ASSIGNMENTS

1. Joint Committee of Faculty and Students
 At a meeting of the Council of Deans and the October meeting of the Academic Affairs Committee of the Board of Trustees, representatives of the Student Association discussed the Academic Update (student course evaluations), indicating that the students wanted the involvement and assistance of the Administration and faculty. Their aim is to produce a document that would serve student needs and provide information to assist the departments when making faculty personnel decisions. The Executive Committee has requested that the Joint Committee of Faculty and Students address this matter.

2. Educational Policies Committee
 At the request of the Educational Policies Committee, the Executive Committee has provided procedural suggestions with respect to a continuing project, the survey of departmental tenure and promotion criteria and procedures.

3. Professional Ethics and Academic Freedom Committee
 The grievance procedures document, as revised by the Faculty Senate and then further modified by University Counsel and without consultation with the faculty, is being transmitted to the Committee on Professional Ethics and Academic Freedom. This action is pursuant to President Trachtenberg's statement in his response to the Senate's resolutions from the last session and, specifically resolution 00/5. In the latter the Senate requests that it have the opportunity to make recommendations with respect to these additional changes. In his response President Trachtenberg notes that "...they [the Board of Trustees] would be willing to consider further suggestions for enhancing the subject of the Resolution that the Faculty Senate wishes to provide."

EXECUTIVE COMMITTEE DISCUSSIONS AND ACTIONS

1. The Executive Committee discussed with Vice President Lehman the safety information and measures that the University was providing in general and with respect to the mail, specifically. Vice President Lehman alerted us to the University's daily website updates. It is the hope of the Executive Committee that the University will be able to provide a briefing to the University community on the emergency procedures now in place or being planned. My understanding is that there has been testing for anthrax in the mailroom and that we are waiting for those results.

2. The question of the role of the Deans with respect to the Faculty Senate was raised at a Council of Deans meeting and subsequently addressed by the Executive Committee. They agreed that the Deans' participation was an essential component of shared governance. In particular, the Deans will be urged to participate more fully in the work of the standing committees, where their expertise and experience can be most effectively applied. Pursuant to this line of reasoning, the Executive Committee felt that it was important for the entire Senate to become more familiar with the plans, activities, and achievements of the Schools. To that end, we hope to schedule school updates by the Deans at Senate meetings. Dean Futrell was kind enough to accept, on short notice, the invitation for today.

3. The Executive Committee has also continued its discussion of the Senate Committee structure, appointing a three- person subcommittee (Professors Wilmarth, Wirtz, and myself) to make recommendations with respect to possible changes. These will be presented at the next meeting of the Executive Committee.

4. A last item has caused considerable concern and discussion in the meetings of the Executive Committee, that is the limited knowledge of our colleagues with respect to the work and accomplishments of the Faculty Senate. It is imperative that we transmit that information through detailed reports at School meetings and conversations with colleagues. We need to stress that it is the Faculty Senate through the vigilance of its various committees that protects and represents them with respect to tenure, promotion, grievances and non-concurrences. These processes are in place and they work. We can point to the informal and formal work of the Senate in every category of our professional and personal lives. This came to mind as some of us were discussing the benefits package for the next academic year. Establishing benefits for domestic partners is the result of about four years of discussion with the Administration, initiated by the Executive Committee and continued by the Committee on Appointment, Salary, and Promotion. This was accomplished through informal

conversation. Through formal resolutions we have contributed to significant improvements, for example, the grievance process, the conflict of interest policy, the copyright policy, the retention of the Board of Trustees in the non-concurrence process, the sexual harassment policy and procedures and others. We have accomplished a great deal. However, we need to make certain that our colleagues are informed and that they recognize the need for their participation in the work of the Senate.

EXECUTIVE COMMITTEE MEETING

Please note that the next meeting of the Executive Committee is scheduled for November 30. Should you have any resolutions or items for the agenda, please submit them prior to November 30.

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

The Faculty Senate **October 29, 2001**

The Faculty Senate will meet on Friday, November 9, 2001, at 2:10 p.m., in the Alumni House, First Floor, 1925 F Street, N.W.

AGENDA

1. **Call to order**
2. **Approval of the minutes of the regular meeting of September 14, 2001, as distributed**
3. **Introduction of Resolutions**
4. **Status report on Research by Associate Vice President Carol Sigelman**
5. **Update on University Health Plan Offerings, by Associate Vice President Susan Kaplan**
6. **Report on the Graduate School of Education and Human Development by Dean Mary Futrell**
7. **General Business:**
 a) **Nomination for election of Professor Robert Dunn to the Committee on Fiscal Planning & Budgeting**
 b) **Nomination for appointment of Professor Can E. Korman to the Joint Committee of Faculty and Students**
 c) **Report of the Executive Committee: Professor Lilien F. Robinson, Chair**
 d) **Interim Reports of Senate Standing Committees**
8. **Brief Statements (and Questions)**
9. **Adjournment**

Dennis L. Geyer /s

Dennis L. Geyer
Secretary